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ABSTRACT

The report examines university department-level policies regarding faculty hiring, promotions, and benefits. After an introduction, four sections provide information on: (1) faculty composition in departments of instruction (number of faculty per department, percentage of departments with faculty of various types, joint appointments, and teaching assistants); (2) selection and advancement of instructional faculty (the primary decision-making authority, and factors in the selection and advancement of instructional faculty); (3) the assessment of teaching performance; and (4) opportunities for professional development. Some of the highlights are: the average department in four-year and above schools had 18 faculty members, and in two-year schools, the average department had 21; at four-year schools, 73% of departments normally made their own decisions in hiring a given individual for a full-time teaching position (but only 41% did this in two-year schools); and student evaluations were used to evaluate teaching performance of full- and part-time faculty in almost all departments of both two-and four-year schools. Three appendices provide: technical notes (overview, sampling strategy, weight calculations, data collection, data processing, and accuracy of estimates); standard error tables; and the survey questionnaire. (SM)

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NATIONAL CENTER FOR EDUCATION STATISTICS

Survey Report

January 1990

1988 National Survey
of Postsecondary Faculty (NSOPF–88)

A Descriptive Report of Academic Departments in Higher Education Institutions

Contractor Report

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Office of Educational Research and Improvement

NCES 90-339

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January 1990

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Foreword

Instructional faculty in colleges and universities have a crucial role in our society. They are teachers, researchers, and resource persons. They affect higher education's public service function. They make a significant contribution to the Nation's technological advances. For this reason, it is little wonder that there are many national, State, and institutional-level issues surrounding this unique population. Yet, very little is known about them. Very few recent national studies have been conducted to collect data beyond the total counts and average salaries of faculty.

To fill the information gap, the National Center for Education Statistics (NCES) in the Office of Educational Research and Improvement of the U.S. Department of Education established a faculty study in 1987. The first cycle of the study, completed in 1988, collected data on faculty and faculty issues from three sources: institutional academic officers, department chairs, and faculty members. The study is to be repeated once every four years; the next is scheduled for 1991-92.

This report is the second in a series of publications on faculty to be released by NCES. It is based on data provided by department chairs, with special focus on department-level policies concerning faculty hiring, promotions, and benefits.

We hope that the report will stimulate discussions on faculty issues. We also hope it will encourage further in-depth analyses of the data provided by this study.

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We would like to thank Henry Gordon for his review and comments on the report. We also wish to thank Ed Boe, University of Pennsylvania, Duc-Le To, Office of Research, OERI, and Peter Syverson, Council of Graduate Schools for reviewing a draft of the report and providing unique insights about faculty. Additional technical review of the report was provided by Susan Ahmed of NCES. Editorial and publication help was provided by Gerard Devlin, Publications Branch, Information Services, Office of Educational Research and Improvement.

We are very appreciative of the significant contribution provided by Mary Hancock, who had major project responsibilities during the data collection, data processing, and early analysis programming activities. We also are grateful for the ongoing support and guidance provided by our project supervisor at SRI, Marian Stearns.

Katherine Moore and James Fairweather of the Center for the Study of Higher Education at Penn State University served as successive leaders of the CSHE subcontract team. Their contributions, and those of their colleagues Robert Hendrickson, William Coombs, and S. V. Martorana, were invaluable throughout the project, but especially on study design and analysis issues.

Also, we wish to thank the members of our advisory committee, whose knowledge of and various perspectives on the study issues contributed importantly to both the richness of the study and its relevance to the higher education community. Finally, our gratitude is extended to the thousands of individuals who participated in the study, including institutional coordinators, administrators, department chairpersons, and faculty members. Clearly, the study could not have been completed without their cooperation.

Highlights

General

- During the fall 1987, there were approximately 41,000 departments of instruction in two- and four-year U.S. higher education institutions. About 31,000 of these were in four-year schools, and about 10,000 were in two-year schools.

Faculty Composition in Departments of Instruction

- The average department in 4-year and above schools had 18 faculty members, and in two-year schools, the average department had 21 faculty. For four-year schools, the typical faculty included 12 individuals who were full-time regular instructional faculty, 2 who were part-time regular, and 4 who had temporary positions (that is acting, adjunct, or visiting). The composition of the average department in two-year schools was quite different--9 full-time regular faculty, 8 part-time regular, and 5 temporary faculty.

- Departments in doctoral institutions averaged 28 faculty, compared to averages of 18 in public nondoctoral institutions and 10 in private nondoctoral institutions.

- Twenty-nine percent of departments in four-year schools and 13 percent of departments in two-year schools employed teaching assistants to supplement the efforts of instructional faculty.

Selection and Advancement of Instructional Faculty

- At four-year schools, 73 percent of departments normally made their own decisions in hiring a given individual for a full-time teaching position. In contrast, only 41 percent of departments in two-year schools normally made these decisions themselves.

- Only about one-fifth (20 to 24 percent) of the departments in four-year schools and one-tenth (8 to 12 percent) of those in two-year schools reported control over most decisions to promote full-time faculty or to grant or deny tenure. These decisions were more likely to be made at the institutional or other extra-departmental level.

- Decisions regarding both hiring and promotion of part-time faculty were more likely to be made at the department level than were such decisions for full-time faculty.

- The factors considered most important in hiring entry-level full-time instructional faculty in four-year schools were highest degree (very important for 80 percent of department chairs), programmatic needs (71 percent), quality of teaching (70 percent), and fit with the department or institution (61 percent).

- At two-year schools, quality of teaching--rated very important by 90 percent of department chairs--was far and away the most important factor in hiring entry-level full-time faculty. Highest degree was considered very important by only 39 percent of department chairs in two-year schools.

- For selecting and retaining part-time instructional faculty, department chairs in both two- and four-year institutions were in close agreement in identifying quality of teaching as the leading consideration--in both types of schools, the vast majority of department chairs rated this factor as very important.

- Quality of teaching was considered very important in granting tenure to full-time instructional faculty by 84 percent of department chairs in four-year schools and 99 percent of department chairs in two-year schools. Highest degree, rated very important by 72 percent of chairs in four-year schools, but by only 28 percent of chairs in two-year schools, was the only other factor that approached quality of teaching in importance.

- For both selection of full-time faculty and tenure decisions, department chairs in doctoral institutions differed from those in other four-year schools in placing less emphasis on teaching ability and fit with the student body, and greater emphasis on ability to obtain funding, extent of research experience, number of publications, and especially the quality of both research and publications.

The Assessment of Teaching Performance

- Student evaluations were used to evaluate teaching performance of full- and part-time faculty in almost all departments in both two- and four-year schools. The vast majority of departments in both two- and four-year schools also used evaluations by the department chair or division chair to assess the teaching performance.

Opportunities for Professional Development

- Institutional funds were made available to support the professional development of full-time faculty in almost all departments in both two- and four-year institutions. Over 90 percent of departments reported the availability of funds for professional travel and

professional conference fees. Sabbatical leave was available for full-time faculty in 92 percent of departments in four-year schools and 77 percent of departments in two-year schools.

- In consonance with their relative ratings of the importance of quality of teaching and research, two-year schools were somewhat more likely than four-year schools to provide funds for training to improve teaching skills (84 percent vs. 75 percent, respectively) but less likely to provide funds for training to improve research skills (46 percent vs. 67 percent).

- Subsidized tuition was available for faculty members in 73 percent of departments in all four-year schools and in 89 percent of departments in private nondoctoral institutions but in only 52 percent of departments in two-year schools.

- Far fewer departments reported the availability of funds to support the professional development of part-time teaching faculty (table 5.2). More than one-half of all departments in two- and four-year schools reported that no such funds were available (58 percent and 52 percent, respectively).

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Section 1: Introduction

Although faculty directly affect the quality of education in higher education institutions and perform much of the research and development work on which this nation's technological and economic advancement depend, it is surprising that there is very little current, comprehensive information on them. The primary purpose of the 1988 National Survey of Postsecondary Faculty (NSOPF-88) was to fill this information gap.

NSOPF-88 was the first comprehensive survey of higher education instructional faculty[1] to be conducted by the National Center for Education Statistics (NCES) since 1963. It gathered information regarding the backgrounds, responsibilities, workloads, salaries, benefits, and attitudes of both full- and part-time instructional faculty in their many and varied higher education institutions. In addition, information was gathered from institutional and department-level respondents on such issues as faculty composition, new hires, and departures; and recruitment, retention, and tenure policies.

The universe from which the institution sample was selected was all accredited nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. This includes religious, medical, and other specialized postsecondary institutions as well as two- and four-year non-specialized institutions. According to the 1987 Integrated Postsecondary Education Data System (IPEDS) file, this universe comprised 3,159 institutions.[2] (Note that the universe differs from that used in some other NCES studies, in that it does not include postsecondary institutions that are proprietary or those that provide only less than two-year programs of instruction.)

There were three major components of the study: a survey of institutional level respondents at a stratified random sample of 480 institutions; a survey of a stratified random sample of 11,013 eligible faculty members in

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[1]Instructional faculty were defined as those who had at least some regular instructional duties (such as teaching one or more courses or advising or supervising students' academic activities), in for-credit higher education courses during the 1987 fall term. In this report, this group is referred to interchangeably as "instructional faculty," "teaching faculty," and, simply, "faculty."

[2]A more detailed description of the types of institutions surveyed, as well as a description of the sample design and survey methodology is provided in the technical notes, appendix A.

the participating institutions; and a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) in the participating two- and four-year institutions (but not those in the specialized schools). Response rates to the three surveys were 88 percent, 76 percent, and 80 percent, respectively.

This report presents results from the department chair survey. The results are based on information provided by 2,109 department chairs in four-year schools and 314 department chairs in two-year schools. Extrapolating from the numbers of departments included in lists provided by participating institutions, it is estimated that these 2,423 responding departments represented a total of about 41,000 departments--about 31,000 in four-year schools and about 10,000 in two-year schools.

The survey results are provided for each of the following categories: all institutions (excepting specialized schools), four-year institutions, two-year institutions, four-year institutions by type (doctoral, public nondoctoral, and private nondoctoral), four-year institutions by program area in which the department is classified, and four-year institutions by both type and program area. Program areas are categorized as follows:

- Professional: education, engineering, business, and health sciences (medicine, dentistry, nursing, pharmacy, public health, etc.)

- Arts and Sciences: arts, humanities (history, philosophy, foreign languages, English, etc.), natural sciences (including mathematics and computer science), and social sciences (including psychology, public affairs, and social work).

- Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary studies, and miscellaneous others.

The remainder of this report is organized as follows: Section 2 describes the size and composition of higher education departments of instruction, including the average number of faculty per institution, the percentages of departments with faculty of different types, the number of faculty with joint appointments, and the use of teaching assistants. Section 3 concerns faculty selection and advancement issues. These include information on who in an institution typically makes various kinds of decisions concerning faculty, and department chairpersons' perceptions of the importance of various factors in hiring and promoting faculty. Section 4 describes the frequency and ways in which teaching performance is assessed. Section 5 reports on the frequency with which professional development funds are made available to faculty for various purposes.

All differences cited in the text are significant at the .05 level, and pair-wise t tests were used to test for the statistical significance of observed differences. See technical notes for more details of the NSOPF-88 survey and analysis methodology.

Section 2: Faculty Composition in Departments of Instruction

Number of Faculty per Department

Table 2.1 displays the average number of full-time regular, part-time regular, full-time temporary, part-time temporary, and total instructional faculty per department. (Full- and part-time faculty were distinguished by department chairs according to the standards and conventions of their respective institutions.) The questionnaire defined full-time faculty as those employed full time by the department and part-time faculty as those employed part time in the department, with at least some regular teaching activity in either case. Temporary faculty were defined as those who held visiting, acting or adjunct appointments. (Departments reporting zero faculty of a given type were included in calculating mean values.)

During the 1987 fall term, departments of instruction in four-year schools employed 12 full-time regular instructional faculty on average, while departments in two-year schools employed an average of 9 full-time regular instructional faculty. The two-year schools had an average of 8 part-time regular instructional faculty per department, compared to just 2 per department in four-year schools. Temporary faculty averages were 5 and 4 for two- and four-year schools, respectively. Averages for total instructional faculty were 21 per department in two-year schools and 18 per department in four-year schools.

Departments in doctoral institutions were typically larger than those in other four-year institutions in both the professional and arts and sciences program areas. Professional program departments in the doctoral institutions displayed high average counts for all faculty types as well as a high degree of variability in reported department sizes. Many of the largest departments were found in the health science areas.

Percentage of Departments with Faculty of Various Types

Essentially all departments (99 percent) included at least one full-time regular instructional faculty member, but slightly fewer than one-half (44 percent) included one or more of their part-time counterparts (table 2.2). Part-time regular faculty were more likely to be present in departments in two-year schools than in four-year schools (58 percent vs. 40 percent). Conversely, departments in four-year schools were more likely than those in two-year schools to include instructional faculty with temporary appointments, both full-time (26 percent vs. 13 percent) and part-time (45 percent vs. 36 percent). Full-time temporary faculty were most often found in doctoral institutions (39 percent of departments), especially in doctoral institutions' arts and sciences program areas (48 percent of departments).

Joint Appointments

Full-time faculty with joint appointments (i.e., appointments in more than one department) were found in 35 percent of departments in four-year schools and 29 percent of departments in two-year schools (table 2.3). The number of joint appointments averaged 1.2 per department at four-year schools and 0.7 per department at two-year schools. Among the major program areas in four-year schools, joint appointments averaged 2.0 per department in professional program areas, as compared to 0.9 per department in arts and sciences programs. At doctoral institutions, joint appointments averaged 2.6 per department, compared with 0.8 to 0.9 in public and private nondoctoral institutions.

Teaching Assistants

Table 2.4 shows that 29 percent of departments in four-year schools and 13 percent of departments in two-year schools employed teaching assistants to supplement the efforts of instructional faculty. Teaching assistants were used by 51 percent of all departments in doctoral institutions, and, within doctoral institutions, by 60 percent of the departments in arts and sciences program areas. The number of teaching assistants averaged 3 per department across all institutions. Higher averages were reported by departments in doctoral institutions (8 per department), especially those in the arts and sciences program areas (12 per department).

Table 2.1--Mean number of faculty per department, by faculty type, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Total number of departments	Total faculty	Regular		Temporary 1/	
			Full-time	Part-time	Full-time	Part-time
All institutions 2/	40,985	19	11	4	1	3
Four-year institutions	30,791	18	12	2	1	3
Two-year institutions	10,194	21	9	8	1	4
Four-year, by type 3/						
Doctoral	10,787	28	18	3	2	5
Public nondoctoral	7,919	18	12	3	1	2
Private nondoctoral	12,084	10	6	1	0	2
Four-year, by area 4/						
Professional	9,529	26	15	4	1	6
Arts & sciences	17,884	16	11	2	1	2
Other	3,378	13	8	2	1	2
Four-year, by type & area						
Doctoral						
Professional	4,211	37	21	5	2	9
Arts & sciences	5,434	24	17	3	2	2
Other	1,142	16	12	2	0	1
Public nondoctoral						
Professional	2,681	18	12	3	1	3
Arts & sciences	4,345	18	13	3	0	2
Other	913	16	9	2	1	3
Private nondoctoral						
Professional	2,656	15	9	2	1	3
Arts & sciences	8,105	9	6	1	0	2
Other	1,323	10	5	2	1	2

1/Visiting, acting, or adjunct faculty.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Mean numbers may not add to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.2--Percentage of departments with full-time regular, part-time regular, full-time temporary, and part-time temporary faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of departments	Regular		Temporary 1/	
		Full-time	Part-time	Full-time	Part-time
		Percent	Percent	Percent	Percent
All institutions 2/	40,985	99	44	23	43
Four-year institutions	30,791	99	40	26	45
Two-year institutions	10,194	98	58	13	36
Four-year, by type 3/					
Doctoral	10,787	99	37	39	47
Public nondoctoral	7,919	100	44	21	47
Private nondoctoral	12,084	100	40	17	43
Four-year, by area 4/					
Professional	9,529	99	34	23	50
Arts & sciences	17,884	100	41	28	43
Other	3,378	97	51	25	48
Four-year, by type & area					
Doctoral					
Professional	4,211	99	30	31	47
Arts & sciences	5,434	99	41	48	48
Other	1,142	93	44	25	40
Public nondoctoral					
Professional	2,661	100	40	21	52
Arts & sciences	4,345	100	46	20	43
Other	913	98	40	27	53
Private nondoctoral					
Professional	2,656	100	34	10	53
Arts & sciences	8,105	100	38	17	39
Other	1,323	100	65	25	52

1/Visiting, acting, or adjunct faculty.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.3--Percentage of departments with joint appointments, and mean number of joint appointments per department, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of departments	Joint appointments	
		Percent	Number
All institutions 1/	40,985	34	1.1
Four-year institutions	30,791	35	1.2
Two-year institutions	10,194	29	0.7
Four-year, by type 2/			
Doctoral	10,787	49	1.9
Public nondoctoral	7,919	25	0.8
Private nondoctoral	12,084	29	0.9
Four-year, by area 3/			
Professional	9,529	40	2.0
Arts & sciences	17,884	34	0.9
Other	3,378	29	0.8
Four-year, by type & area			
Doctoral			
Professional	4,211	52	2.6
Arts & sciences	5,434	50	1.7
Other	1,142	33	0.8
Public nondoctoral			
Professional	2,661	28	1.4
Arts & sciences	4,345	22	0.4
Other	913	28	0.6
Private nondoctoral			
Professional	2,656	32	1.8
Arts & sciences	8,105	28	0.6
Other	1,323	26	1.1

1/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

2/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

3/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.4--Percentage of departments with teaching assistants, and mean number of teaching assistants per department, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of departments	Teaching assistants	
		Percent	Number
All institutions 1/	40,985	25	3
Four-year institutions	30,791	29	4
Two-year institutions	10,194	13	1
Four-year, by type 2/			
Doctoral	10,787	51	8
Public nondoctoral	7,919	25	2
Private nondoctoral	12,084	13	1
Four-year, by area 3/			
Professional	9,529	28	3
Arts & sciences	17,884	30	4
Other	3,378	27	2
Four-year, by type & area			
Doctoral			
Professional	4,211	41	6
Arts & sciences	5,434	60	12
Other	1,142	48	4
Public nondoctoral			
Professional	2,661	28	1
Arts & sciences	4,345	23	2
Other	913	22	1
Private nondoctoral			
Professional	2,656	8	0
Arts & sciences	8,105	15	1
Other	1,323	13	1

1/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

2/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

3/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 3: Selection and Advancement of Instructional Faculty

This section examines the decision-making processes that lie behind the selection and retention of faculty members for departments of instruction in two- and four-year institutions. The first major subsection shows the extent to which departments, institution-level administrative authorities, or other nondepartmental agents normally function as the primary decision-making entity for decisions to grant or deny tenure to full-time faculty, and to hire, promote, and grant merit pay increases to both full- and part-time instructional faculty. The second major subsection concerns the importance of various factors in making decisions to hire entry-level full-time instructional faculty, select part-time instructional faculty, grant tenure to full-time faculty, and retain part-time faculty.

The Primary Decision-Making Authority

Hiring

At four-year schools, 73 percent of departments normally made their own decisions in hiring a given individual for a full-time teaching position (table 3.1). For 12 percent of departments, hiring decisions were usually made at the level of the institution as a whole; for 9 percent, decisions were made at an organizational level intermediate between department and institution (such as a school, college, or division); and for 6 percent, hiring decisions were made by another agency or mechanism (by a special hiring committee, for example, or by the department in collaboration with other departments). Faculty hiring at the institutional level was reported by 23 percent of departments in private nondoctoral institutions, compared to just 4 percent and 7 percent of departments, respectively, in the doctoral and public nondoctoral institutions.

In contrast to the four-year schools, only 41 percent of departments in two-year schools exercised control over the hiring of full-time teaching faculty. Faculty hirings were more often made by the institution (32 percent of departments), by an intermediate level of organization (18 percent), or by other agencies (10 percent).

As shown in table 3.2, hiring of part-time instructional faculty was an internal matter for most departments in both two- (83 percent) and four-year schools (89 percent).

Promotion

Institutions and other extra-departmental agencies played a more important part in decisions regarding promotion than in decisions regarding initial hiring of full-time faculty (table 3.3). Only 20 percent of the departments in four-year schools and 8 percent of those in two-year schools

reported control over most decisions to promote full-time faculty. Departments making promotion decisions on their own were more common at doctoral institutions (34 percent of departments) than at public or private nondoctoral institutions (17 percent and 8 percent, respectively). Departments in the arts and sciences were more likely than professional departments to control promotion decisions internally (22 percent vs. 16 percent).

As with hiring decisions, promotion decisions were more likely to be made at the department level for part-time faculty than for full-time faculty. Decisions to promote part-time instructional faculty were handled internally by 43 percent of departments in four-year schools and 25 percent of departments in two-year schools (table 3.4). About two-thirds (64 percent) of the departments in doctoral institutions made such decisions on their own, compared to 42 percent of those in public nondoctoral institutions and 24 percent of those in private nondoctoral institutions.

Merit Pay

Departmental authority in granting merit pay raises to full-time instructional faculty was reported by 41 percent of departments in four-year schools, but only 13 percent of departments in two-year schools (table 3.5). Institutions were normally in charge of such decisions for 30 percent of the departments in four-year schools and 60 percent of those in two-year schools. Intermediate organizational levels took the lead in granting merit pay raises for 21 percent of the departments in four-year schools and 19 percent of those in two-year schools. Two-thirds (66 percent) of all departments in doctoral institutions reported primary decision-making authority in matters of merit pay. Smaller fractions of departments reported such autonomy in public (40 percent) and private (13 percent) nondoctoral institutions.

Patterns in the locus of decision-making authority for granting merit pay raises to part-time faculty were similar to those observed for full-time faculty, though with a certain shift in the locus of authority toward the department (table 3.6). This shift was more pronounced among departments in two-year schools, where 32 percent of departments made their own decisions concerning merit pay raises for part-time faculty.

Granting and Denying Tenure

Patterns in the primary decision-making authority to grant tenure and to deny tenure were strikingly similar (tables 3.7 and 3.8). Most department chairs attributed the authority to grant and to deny tenure to the institution as a whole. Institutions were in charge of granting tenure for 46 percent of the departments in four-year schools and 53 percent of those in two-year schools (table 3.7). Primary decisions to grant tenure were made by 22 percent of departments in four-year schools and 12 percent of those in two-year schools. Intermediate and other agencies granted tenure to faculty

in 31 percent and 35 percent of departments, respectively. Table 3.8 displays virtually identical percentage distributions for the primary decision-making authority to deny tenure.

Tenure decisions at private nondoctoral institutions, compared to those at doctoral and public nondoctoral institutions, were less likely to be made within the department and more likely to be made at the level of the institution. Departments in the arts and sciences were more likely to make tenure decisions on their own than were professional departments.

Factors in the Selection and Advancement of Instructional Faculty

Department chairs rated the importance of 18 factors in hiring entry-level full-time instructional faculty and in hiring part-time instructional faculty for the department. They also rated the importance of 13 factors in granting tenure (to full-time faculty) and in retaining part-time instructional faculty in the department. Each factor was rated on a three-point scale (very important, somewhat important, not important). Results are summarized, by indicating the percentage of department chairs who rated each factor as very important.

The 18 factors rated for importance in hiring are listed below. Asterisks indicate factors that also were rated for importance in granting tenure and in retaining part-time instructional faculty.

- Extent of teaching experience
- Quality of teaching*
- Extent of research experience
- Quality of research*
- Number of publications*
- Quality of publications*
- Community or professional service*
- Reputation in professional field*
- Reputation of (candidate's) graduate institution or program*
- Highest degree*
- Academic record
- Affirmative action or equal employment opportunity (EEO) considerations*
- Candidate's ability to obtain outside funding* (tenure only)
- Related job experience
- Salary requirements
- Programmatic needs* (retention of part-time only)
- "Fit" with the department or institution*
- "Fit" with the student body*

One additional factor--institutional activities or service--was rated for importance in granting tenure and in retaining part-time faculty, but not for importance in hiring.

Hiring

As shown in table 3.9, the factors considered most important in hiring entry-level full-time instructional faculty in four-year schools were highest degree (very important for 80 percent of department chairs), programmatic needs (71 percent), quality of teaching (70 percent), and fit with the department or institution (61 percent). Other factors held to be very important by over 40 percent of department chairs were academic record (47 percent) and fit with the student body (43 percent). Department chairs in doctoral institutions differed from those in other four-year schools in placing less emphasis on teaching ability and fit with the student body, and greater emphasis on ability to obtain funding, extent of research experience, number of publications, and especially the quality of both research and publications. Department chairs in private nondoctoral institutions were more likely than those in other four-year schools to view fit with the department or institution, fit with the student body, and academic record as very important considerations.

At two-year schools, quality of teaching--rated very important by 90 percent of department chairs--was far and away the most important factor in hiring entry-level full-time faculty. Other significant factors were fit with the department or institution (65 percent), programmatic needs (59 percent), related job experience (58 percent), fit with the student body (57 percent), and extent of teaching experience (56 percent). Highest degree, the leading factor for chairs in four-year institutions (where the Ph.D. is often a minimum qualification), was considered very important by only 39 percent of department chairs in two-year schools.

For hiring part-time instructional faculty, department chairs in two- and four-year institutions were in close agreement in identifying quality of teaching as the leading consideration (table 3.10). Quality of teaching was held to be very important by 81 percent of chairs in two-year schools and 83 percent of chairs in four-year schools. Other factors considered very important by at least one-half of department chairs in both two- and four-year schools were programmatic needs (62 percent and 69 percent), extent of teaching experience (51 percent and 56 percent), and fit with the department or institution (51 percent and 50 percent). Differences between two- and four-year institutions were more apparent in ratings of fit with the student body (57 percent and 42 percent), highest degree (32 percent and 43 percent), and job experience (53 percent and 37 percent).

Tenure and Retention

Quality of teaching was considered very important in granting tenure to full-time instructional faculty by 84 percent of department chairs in four-year schools and 99 percent of department chairs in two-year schools (table 3.11). Highest degree, rated very important by 72 percent of chairs in four-year schools, but only 28 percent of chairs in two-year schools, was the only other factor that approached quality of teaching in importance.

Three factors that were held to be very important in tenure decisions by sizeable minorities of department chairs in four-year schools were rarely mentioned by department chairs in two-year schools: Quality of research (45 percent vs. 2 percent), quality of publications (40 percent vs. 5 percent), and number of publications (28 percent vs. less than 1 percent).

Greater similarity between ratings of department chairs in two- and four-year schools was observed for a group of four factors: Fit with the department or institution (rated very important by 41 percent of chairs in both four- and two-year schools), institutional activities or service (36 percent and 41 percent), fit with the student body (32 percent and 38 percent), and reputation in professional field (32 percent and 22 percent).

Two factors of approximately equal, but lesser importance for most department chairs were affirmative action or equal employment opportunity considerations (20 percent and 17 percent) and community or professional service (16 percent and 20 percent). Two other factors were held to be very important in tenure decisions by relatively small proportions of department chairs: ability to obtain outside funding (10 percent and less than 1 percent) and reputation of graduate institution or program (5 percent and 3 percent).

With regard to the question of granting tenure to full-time faculty, department chairs in doctoral institutions differed from their colleagues in other four-year institutions, not surprisingly, in emphasizing the importance of quality of research and publications, number of publications, reputation in professional field, and ability to obtain outside funding. They assigned relatively less importance to quality of teaching, institutional activities or service, and fit with the student body.

At doctoral institutions, the ability to obtain outside funding was a very important factor for tenure decisions in 35 percent of departments in professional program areas, but in only 19 percent of departments in the arts and sciences. In other respects, differences between professional and arts and sciences program areas in evaluating candidates for tenure were not sharply differentiated.

In making the decision to retain the services of part-time faculty, quality of teaching was once again the most important factor by a wide margin, rated very important by 95 percent of all department chairs (table 3.12). Other factors held to be very important by a majority of department chairs in both four- and two-year institutions were programmatic needs (72 percent and 66 percent), fit with the department or institution (57 percent and 56 percent), and fit with the student body (50 percent and 59 percent).

The remaining factors were of lesser importance. Responses regarding the importance of highest degree (very important for 35 percent of chairs in four-year schools but only 17 percent of chairs in two-year schools) constituted an exception to the general pattern of similarities between department chairs in two- and four-year institutions in identifying the crucial factors in both the selection and the retention of part-time faculty.

Table 3.1--Percentage distribution of departments regarding level of primary decision-making authority to hire full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time regular faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	100	65	17	11	7
Four-year institutions	30,579	100	73	12	9	6
Two-year institutions	10,003	100	41	32	18	10
Four-year, by type 3/						
Doctoral	10,633	100	83	4	8	5
Public nondoctoral	7,901	100	77	7	10	5
Private nondoctoral	12,045	100	62	23	9	6
Four-year, by area 4/						
Professional	9,478	100	71	10	12	6
Arts & sciences	17,816	100	74	13	8	6
Other	3,285	100	73	13	8	6
Four-year, by type & area						
Doctoral						
Professional	4,160	100	80	4	11	4
Arts & sciences	5,405	100	86	3	5	6
Other	1,068	100	77	3	15	5
Public nondoctoral						
Professional	2,661	100	66	8	18	8
Arts & sciences	4,345	100	83	7	6	4
Other	895	100	83	5	9	4
Private nondoctoral						
Professional	2,656	100	63	22	9	7
Arts & sciences	8,066	100	62	22	10	6
Other	1,323	100	64	25	3	8

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.2--Percentage distribution of departments regarding level of primary decision-making authority to hire part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	100	88	7	4	2
Four-year institutions	22,546	100	89	6	4	1
Two-year institutions	8,504	100	83	9	4	4
Four-year, by type 3/						
Doctoral	7,502	100	95	1	3	1
Public nondoctoral	6,279	100	94	3	4	0
Private nondoctoral	8,765	100	82	12	4	3
Four-year, by area 4/						
Professional	6,775	100	91	3	5	1
Arts & sciences	13,013	100	90	5	3	2
Other	2,758	100	84	15	2	0
Four-year, by type & area						
Doctoral						
Professional	2,706	100	92	2	5	1
Arts & sciences	4,064	100	97	0	2	1
Other	732	100	94	2	3	1
Public nondoctoral						
Professional	2,074	100	91	3	5	0
Arts & sciences	3,441	100	94	3	3	0
Other	764	100	97	0	3	0
Private nondoctoral						
Professional	1,994	100	89	5	3	3
Arts & sciences	5,508	100	82	9	5	3
Other	1,262	100	69	31	0	0

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.3--Percentage distribution of departments regarding level of primary decision-making authority to promote full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time regular faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	100	18	50	20	12
Four-year institutions	30,579	100	20	47	21	12
Two-year institutions	10,003	100	8	62	18	12
Four-year, by type 3/						
Doctoral	10,633	100	34	26	29	11
Public nondoctoral	7,901	100	17	50	19	13
Private nondoctoral	12,045	100	8	64	15	13
Four-year, by area 4/						
Professional	9,478	100	16	48	24	12
Arts & sciences	17,816	100	22	48	18	12
Other	3,285	100	21	40	23	15
Four-year, by type & area						
Doctoral						
Professional	4,160	100	26	32	33	9
Arts & sciences	5,405	100	40	21	27	11
Other	1,068	100	38	27	24	11
Public nondoctoral						
Professional	2,661	100	11	56	17	16
Arts & sciences	4,345	100	21	49	17	12
Other	895	100	20	39	29	12
Private nondoctoral						
Professional	2,656	100	4	66	18	13
Arts & sciences	8,066	100	10	66	13	12
Other	1,323	100	8	53	19	21

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentage may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.4--Percentage distribution of departments regarding level of primary decision-making authority to promote part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	100	40	34	20	6
Four-year institutions	22,546	100	43	30	21	6
Two-year institutions	8,504	100	25	53	15	8
Four-year, by type 3/						
Doctoral	7,502	100	64	11	21	5
Public nondoctoral	6,279	100	42	21	32	5
Private nondoctoral	8,765	100	24	54	14	8
Four-year, by area 4/						
Professional	6,775	100	49	26	22	4
Arts & sciences	13,013	100	39	32	22	7
Other	2,758	100	46	35	8	11
Four-year, by type & area						
Doctoral						
Professional	2,706	100	73	11	13	2
Arts & sciences	4,064	100	55	11	28	6
Other	732	100	63	7	20	10
Public nondoctoral						
Professional	2,074	100	26	26	42	6
Arts & sciences	3,441	100	46	17	32	5
Other	764	100	73	26	1	0
Private nondoctoral						
Professional	1,994	100	20	54	22	4
Arts & sciences	5,508	100	25	54	13	8
Other	1,262	100	22	56	6	17

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.5--Percentage distribution of departments regarding level of primary decision-making authority to grant a merit raise to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time regular faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	100	38	34	21	7
Four-year institutions	30,579	100	41	30	21	7
Two-year institutions	10,003	100	13	60	19	8
Four-year, by type 3/						
Doctoral	10,633	100	66	6	21	7
Public nondoctoral	7,901	100	40	22	29	9
Private nondoctoral	12,045	100	13	64	17	6
Four-year, by area 4/						
Professional	9,478	100	45	25	21	8
Arts & sciences	17,816	100	38	34	21	7
Other	3,285	100	48	21	25	6
Four-year, by type & area						
Doctoral						
Professional	4,160	100	61	7	25	7
Arts & sciences	5,405	100	67	5	19	8
Other	1,068	100	80	5	11	4
Public nondoctoral						
Professional	2,661	100	38	30	23	9
Arts & sciences	4,345	100	43	20	30	7
Other	895	100	36	11	39	14
Private nondoctoral						
Professional	2,656	100	20	58	13	9
Arts & sciences	8,066	100	11	67	16	6
Other	1,323	100	17	53	30	0

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.6--Percentage distribution of departments regarding level of primary decision-making authority to grant a merit raise to part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	100	47	29	20	5
Four-year institutions	22,546	100	50	26	21	4
Two-year institutions	8,504	100	32	48	11	9
Four-year, by type 3/						
Doctoral	7,502	100	74	7	17	2
Public nondoctoral	6,279	100	47	19	28	6
Private nondoctoral	8,765	100	24	51	20	4
Four-year, by area 4/						
Professional	6,775	100	56	21	20	3
Arts & sciences	13,013	100	47	28	21	5
Other	2,758	100	49	26	22	2
Four-year, by type & area						
Doctoral						
Professional	2,706	100	71	7	21	1
Arts & sciences	4,064	100	75	6	16	3
Other	732	100	78	9	12	2
Public nondoctoral						
Professional	2,074	100	49	26	18	7
Arts & sciences	3,441	100	44	14	36	6
Other	764	100	56	20	17	7
Private nondoctoral						
Professional	1,994	100	31	47	19	3
Arts & sciences	5,508	100	23	53	18	5
Other	1,262	100	15	48	37	0

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.7--Percentage distribution of departments regarding level of primary decision-making authority to grant tenure to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with tenure systems		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	36,654	100	21	48	19	13
Four-year institutions	29,664	100	22	46	18	13
Two-year institutions	6,989	100	12	53	23	12
Four-year, by type 3/						
Doctoral	10,560	100	34	31	24	11
Public nondoctoral	7,829	100	27	44	16	14
Private nondoctoral	11,276	100	8	63	15	14
Four-year, by area 4/						
Professional	9,055	100	18	48	21	13
Arts & sciences	17,504	100	24	46	17	13
Other	3,105	100	26	44	18	13
Four-year, by type & area						
Doctoral						
Professional	4,090	100	25	39	27	9
Arts & sciences	5,402	100	40	24	24	12
Other	1,068	100	41	33	12	14
Public nondoctoral						
Professional	2,604	100	16	50	18	17
Arts & sciences	4,330	100	31	42	14	13
Other	895	100	36	35	21	8
Private nondoctoral						
Professional	2,361	100	7	61	16	16
Arts & sciences	7,772	100	9	64	14	13
Other	1,143	100	2	61	20	17

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may be add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.8--Percentage distribution of departments regarding level of primary decision-making authority to deny tenure to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Departments with tenure systems		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	36,654	100	22	48	18	12
Four-year institutions	29,664	100	24	46	18	12
Two-year institutions	6,989	100	15	54	21	10
Four-year, by type 3/						
Doctoral	10,560	100	37	29	23	11
Public nondoctoral	7,829	100	28	44	16	13
Private nondoctoral	11,276	100	8	64	14	14
Four-year, by area 4/						
Professional	9,055	100	18	47	22	13
Arts & sciences	17,504	100	26	47	15	12
Other	3,105	100	26	41	21	12
Four-year, by type & area						
Doctoral						
Professional	4,090	100	28	37	26	9
Arts & sciences	5,402	100	43	24	22	12
Other	1,068	100	44	26	19	12
Public nondoctoral						
Professional	2,604	100	14	50	20	16
Arts & sciences	4,330	100	35	42	11	12
Other	895	100	35	34	26	6
Private nondoctoral						
Professional	2,361	100	7	61	17	15
Arts & sciences	7,772	100	10	65	12	13
Other	1,143	100	2	62	19	17

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time regular faculty	Factor 1/ A Teaching quality	B Highest degree	C Program needs	D Fit with dept/inst	E Fit with students	F Academic record
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	75	70	68	62	47	43
Four-year institutions	30,579	70	80	71	61	43	47
Two-year institutions	10,003	90	39	59	65	57	29
Four-year, by type 3/							
Doctoral	10,633	45	78	68	53	22	44
Public nondoctoral	7,901	79	85	76	57	44	43
Private nondoctoral	12,045	85	77	69	71	62	54
Four-year, by area 4/							
Professional	9,478	60	74	73	64	39	42
Arts & sciences	17,816	75	82	69	57	45	50
Other	3,285	71	81	71	75	48	47
Four-year, by type & area							
Doctoral							
Professional	4,160	35	67	70	58	21	38
Arts & sciences	5,405	54	84	66	46	22	46
Other	1,068	43	88	68	70	24	57
Public nondoctoral							
Professional	2,661	76	87	78	57	42	43
Arts & sciences	4,345	82	85	75	52	41	44
Other	895	78	80	80	78	63	37
Private nondoctoral							
Professional	2,656	84	73	73	78	64	47
Arts & sciences	8,066	85	79	68	67	62	57
Other	1,323	88	76	68	76	57	47

1/Factors listed in descending order of overall importance. A = quality of teaching; B = highest degree; C = programmatic needs; D = fit with this department or institution; E = fit with student body; F = academic record.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--continued

Type and control of institution, and department program area	Departments with full-time regular faculty	Factor 1/ G Teaching exper	H Affirm action	I Job exper	J Research quality	K Prof reput	L Qual of pubs
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	35	34	33	28	26	24
Four-year institutions	30,579	29	33	25	37	24	31
Two-year institutions	10,003	56	39	56	1	32	2
Four-year, by type 3/							
Doctoral	10,633	16	34	21	73	34	61
Public nondoctoral	7,901	39	40	30	21	21	18
Private nondoctoral	12,045	33	27	26	16	17	12
Four-year, by area 4/							
Professional	9,478	32	32	35	38	26	31
Arts & sciences	17,816	26	34	18	38	23	32
Other	3,285	34	30	38	29	26	25
Four-year, by type & area							
Doctoral							
Professional	4,160	15	30	26	65	28	52
Arts & sciences	5,405	16	32	17	78	38	69
Other	1,068	19	30	25	74	38	60
Public nondoctoral							
Professional	2,661	45	41	42	19	27	17
Arts & sciences	4,345	33	37	18	23	13	19
Other	895	49	51	53	18	37	22
Private nondoctoral							
Professional	2,656	45	24	42	13	22	10
Arts & sciences	8,066	28	30	19	19	17	14
Other	1,323	36	17	38	0	9	0

1/Factors listed in descending order of overall importance. G = extent of teaching experience; H = affirmative action or equal employment opportunity considerations; I = related job experience; J = quality of research; K = reputation in their professional field; L = quality of publications.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with full-time regular faculty	Factor 1/ M Salary reqts	N Extent of research	O Inst/pgm reput	P Comm/prof service	Q Number of pubs	R Abil to get $
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	21	17	15	10	9	7
Four-year institutions	30,579	20	23	17	9	13	10
Two-year institutions	10,003	23	1	0	15	0	1
Four-year, by type 3/							
Doctoral	10,633	15	48	24	3	28	24
Public nondoctoral	7,901	25	13	13	10	7	3
Private nondoctoral	12,045	21	7	15	12	3	1
Four-year, by area 4/							
Professional	9,478	27	27	18	11	15	15
Arts & sciences	17,816	17	21	17	7	11	7
Other	3,285	19	21	21	13	14	9
Four-year, by type & area							
Doctoral							
Professional	4,160	19	45	22	3	26	31
Arts & sciences	5,405	12	48	25	2	28	19
Other	1,068	18	54	24	13	35	25
Public nondoctoral							
Professional	2,661	38	17	16	16	9	3
Arts & sciences	4,345	14	10	9	6	5	4
Other	895	35	11	20	10	10	4
Private nondoctoral							
Professional	2,656	27	8	12	18	5	1
Arts & sciences	8,066	22	8	15	10	2	1
Other	1,323	8	2	18	15	0	0

1/Factors listed in descending order of overall importance. M = salary requirements; N = extent of research experience; O = reputation of graduate institution/program; P = community or professional service; Q = number of publications; R = candidate's ability to obtain outside funding.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time regular faculty	Factor 1/ A Teaching quality	B Program needs	C Teaching exper	D Fit with dept/inst	E Fit with students	F Job exper
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	82	67	55	50	46	41
Four-year institutions	22,546	83	69	56	50	42	37
Two-year institutions	8,504	81	62	51	51	57	53
Four-year, by type 3/							
Doctoral	7,502	76	69	52	40	27	34
Public nondoctoral	6,279	81	73	58	47	40	34
Private nondoctoral	8,765	91	66	60	61	57	40
Four-year, by area 4/							
Professional	6,775	79	74	55	54	41	50
Arts & sciences	13,013	83	66	57	45	41	26
Other	2,758	90	67	54	65	50	52
Four-year, by type & area							
Doctoral							
Professional	2,706	72	74	45	49	26	37
Arts & sciences	4,064	77	67	56	32	26	31
Other	732	80	63	53	55	34	44
Public nondoctoral							
Professional	2,074	77	73	60	46	41	53
Arts & sciences	3,441	83	71	55	43	37	18
Other	764	82	79	52	65	47	55
Private nondoctoral							
Professional	1,994	92	76	63	67	63	64
Arts & sciences	5,508	88	63	59	57	54	29
Other	1,262	100	62	56	70	60	55

1/Factors listed in descending order of overall importance. A = quality of teaching; B = programmatic needs; C = extent of teaching experience; D = fit with this department or institution; E = fit with student body; F = related job experience.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--continued

Type and control of institution, and department program area	Departments with part-time regular faculty	Factor 1/ G Highest degree	H Prof reput	I Academic record	J Affirm action	K Salary reqts	L Inst/pgm reput
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	40	28	28	25	16	8
Four-year institutions	22,546	43	28	27	24	17	10
Two-year institutions	8,504	32	33	29	29	14	6
Four-year, by type 3/							
Doctoral	7,502	46	30	25	24	15	8
Public nondoctoral	6,279	43	20	27	26	16	8
Private nondoctoral	8,765	40	28	29	22	19	12
Four-year, by area 4/							
Professional	6,775	47	39	24	24	20	10
Arts & sciences	13,013	44	19	30	25	16	8
Other	2,758	27	28	21	20	9	14
Four-year, by type & area							
Doctoral							
Professional	2,706	45	43	19	19	14	11
Arts & sciences	4,064	49	23	30	30	14	6
Other	732	31	23	20	14	20	7
Public nondoctoral							
Professional	2,074	52	30	26	29	21	12
Arts & sciences	3,441	40	12	28	23	15	6
Other	764	28	32	24	34	9	10
Private nondoctoral							
Professional	1,994	46	43	29	27	28	6
Arts & sciences	5,508	42	20	31	22	19	12
Other	1,262	24	29	21	16	2	20

1/Factors listed in descending order of overall importance. G = highest degreee; H = reputation in their profesional field; I = academic record; J = affirmative action or equal employment opportunity considerations; K = salary requirements; L = reputation of graduate institution/program.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with part-time regular faculty	Factor 1/ M Comm/prof service	N Research quality	O Quality of pubs	P Research exper	Q Number of pubs	R Abil to get $
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	7	5	5	4	2	1
Four-year institutions	22,546	7	6	6	5	2	1
Two-year institutions	8,504	7	2	2	1	0	0
Four-year, by type 3/							
Doctoral	7,502	5	13	13	9	5	1
Public nondoctoral	6,279	7	3	3	2	1	1
Private nondoctoral	8,765	9	4	3	3	1	1
Four-year, by area 4/							
Professional	6,775	10	5	6	4	3	1
Arts & sciences	13,013	6	8	8	6	2	1
Other	2,758	6	1	1	0	0	1
Four-year, by type & area							
Doctoral							
Professional	2,706	5	9	10	8	5	0
Arts & sciences	4,064	5	16	18	11	5	2
Other	732	4	4	1	1	1	3
Public nondoctoral							
Professional	2,074	9	2	3	2	2	0
Arts & sciences	3,441	4	4	4	2	1	1
Other	764	11	0	2	0	0	0
Private nondoctoral							
Professional	1,994	20	3	3	2	1	1
Arts & sciences	5,508	7	5	3	5	1	0
Other	1,262	4	0	0	0	0	0

1/Factors listed in descending order of overall importance. M = community or professional service; N = quality of research; O = quality of publications; P = extent of research experience; Q = number of publications; R = candidate's ability to obtain outside funding.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.11--Percentage of department chairs rating factors very important in granting tenure, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with tenure systems	Factor 1/ A Teaching quality	B Highest degree	C Fit with dept/inst	D Instit'l act's/svc	E Research quality	F Qual of pubs	G Fit with students
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	36,654	87	64	41	37	36	33	33
Four-year institutions	29,664	84	72	41	36	45	40	32
Two-year institutions	6,989	99	28	41	41	2	5	38
Four-year, by type 3/								
Doctoral	10,560	68	66	28	15	84	77	15
Public nondoctoral	7,829	90	77	37	38	24	22	31
Private nondoctoral	11,276	96	75	56	54	22	19	49
Four-year, by area 4/								
Professional	9,055	80	66	40	36	50	43	30
Arts & sciences	17,504	88	77	41	34	44	39	34
Other	3,105	78	68	42	43	34	39	26
Four-year, by type & area								
Doctoral								
Professional	4,090	66	59	30	17	83	73	15
Arts & sciences	5,402	71	72	25	14	86	81	13
Other	1,068	59	65	31	15	74	73	19
Public nondoctoral								
Professional	2,604	89	74	38	46	25	21	32
Arts & sciences	4,330	90	79	34	30	25	21	29
Other	895	93	74	45	48	13	26	36
Private nondoctoral								
Professional	2,361	94	68	59	58	19	18	53
Arts & sciences	7,772	98	79	55	51	24	19	51
Other	1,143	83	66	50	65	13	18	25

1/Factors listed in descending order of overall importance. A = quality of teaching; B = highest degree; C = fit with this department or institution; D = institutional activities or service; E = quality of research; F = quality of publications; G = fit with student body.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.11--Percentage of department chairs rating factors very important in granting tenure, by factor, type and control of institution, and department program area: Fall 1987 --concluded

Type and control of institution, and department program area	Departments with tenure systems	Factor 1/ H Prof reput	I Number of pubs	J Affirm action	K Comm/prof service	L Abil to get $	M Inst/pgm reput
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	36,654	30	23	19	17	8	5
Four-year institutions	29,664	32	28	20	16	10	5
Two-year institutions	6,989	22	0	17	20	0	3
Four-year, by type 3/							
Doctoral	10,560	58	58	20	10	25	5
Public nondoctoral	7,829	20	16	25	20	3	4
Private nondoctoral	11,276	19	10	16	19	0	6
Four-year, by area 4/							
Professional	9,055	36	35	19	21	17	5
Arts & sciences	17,504	31	23	21	13	7	4
Other	3,105	30	34	21	21	8	8
Four-year, by type & area							
Doctoral							
Professional	4,090	47	55	17	11	35	4
Arts & sciences	5,402	61	53	22	7	19	5
Other	1,068	59	69	22	17	19	5
Public nondoctoral							
Professional	2,604	26	19	23	25	3	3
Arts & sciences	4,330	16	16	25	14	3	3
Other	895	25	14	35	32	3	10
Private nondoctoral							
Professional	2,361	27	17	17	32	2	7
Arts & sciences	7,772	18	7	17	16	0	5
Other	1,143	7	18	8	17	0	10

1/Factors listed in descending order of overall importance. H = reputation in their professional field; I = number of publications; J = affirmative action or equal employment opportunity considerations; K = community or professional service; L = candidate's ability to obtain outside funding; M = reputation of graduate institution/program.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S.Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.12--Percentage of department chairs rating factors very important in retaining part-time faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty	Factor 1/ A Teaching quality	B Program needs	C Fit with dept/inst	D Fit with students	E Highest degree	F Prof reput	G Affirm action
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	95	70	57	53	30	24	21
Four-year institutions	22,546	95	72	57	50	35	23	21
Two-year institutions	8,504	95	66	56	59	17	25	21
Four-year, by type 3/								
Doctoral	7,502	93	70	46	34	34	27	21
Public nondoctoral	6,279	97	80	54	49	36	19	22
Private nondoctoral	8,765	95	68	68	65	36	23	21
Four-year, by area 4/								
Professional	6,775	95	73	58	49	38	35	23
Arts & sciences	13,013	96	72	53	49	35	17	21
Other	2,758	91	68	71	59	25	26	18
Four-year, by type & area								
Doctoral								
Professional	2,708	92	64	51	34	31	40	18
Arts & sciences	4,064	94	75	40	33	37	19	25
Other	732	97	61	62	38	27	26	11
Public nondoctoral								
Professional	2,074	98	80	54	50	44	29	25
Arts & sciences	3,441	97	79	50	46	32	11	18
Other	764	96	81	70	63	28	26	29
Private nondoctoral								
Professional	1,994	97	77	74	69	42	33	26
Arts & sciences	5,508	97	65	64	62	36	19	20
Other	1,262	85	63	77	69	22	26	16

1/Factors listed in descending order of overall importance. A = quality of teaching; B = programmatic needs; C = fit with this department or institution; D = fit with student body; E = highest degree; F = reputation in their professional field; G = affirmative action or equal employment opportunity considerations.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.12--Percentage of department chairs rating factors very important in retaining part-time faculty by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with part-time faculty	Factor 1/ H Instit'l act's/svc	I Comm/prof service	J Research quality	K Inst/pgm reput	L Qual of pubs	M Number of pubs
	Number	Percent	Percent	Percent	Percent	Percent	Percent

Type and control of institution, and department program area	Departments with part-time faculty	Factor 1/ H	I	J	K	L	M
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	12	8	8	6	5	1
Four-year institutions	22,546	11	8	10	6	6	2
Two-year institutions	8,504	14	9	3	4	2	0
Four-year, by type 3/							
Doctoral	7,502	9	5	13	5	13	6
Public nondoctoral	6,279	8	5	6	5	2	0
Private nondoctoral	8,765	15	11	9	8	3	0
Four-year, by area 4/							
Professional	6,775	15	11	6	5	5	2
Arts & sciences	13,013	10	6	11	6	8	2
Other	2,758	9	7	10	8	1	1
Four-year, by type & area							
Doctoral							
Professional	2,706	15	11	11	3	10	6
Arts & sciences	4,064	7	2	16	6	16	5
Other	732	4	4	5	4	4	3
Public nondoctoral							
Professional	2,074	13	7	3	8	1	0
Arts & sciences	3,441	6	5	8	3	3	1
Other	764	3	4	1	6	0	0
Private nondoctoral							
Professional	1,994	18	16	3	6	1	0
Arts & sciences	5,508	14	10	9	8	4	0
Other	1,262	15	11	17	11	0	0

1/Factors listed in descending order of overall importance. H = institutional activities or service; I = community or professional service; J = quality of research; K = reputation of graduate institution/program; L = quality of publications; M = number of publications.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 4: The Assessment of Teaching Performance

In assessing teaching performance, two methods of evaluation overshadowed all others in importance--student evaluations and department/division chairperson evaluations (tables 4.1 and 4.2). Student evaluations were used to evaluate the teaching performance of full-time faculty in almost all departments in both two- and four-year schools (92 percent and 98 percent of departments, respectively). Similar proportions of departments used student evaluations to assess the teaching performance of part-time faculty (89 percent and 96 percent). Most departments in both two- and four-year schools also used evaluations by the department or division chair to assess teaching performance of both full- (87 percent and 82 percent) and part-time faculty (81 percent and 79 percent).

Three other methods of evaluation--peer evaluations, self evaluations, and dean evaluations--were used by a substantial number of departments. Each was used to assess full-time faculty much more often than to assess part-time faculty. Peer evaluations of full-time faculty were employed by about one-half of all departments in both two- and four-year schools (50 percent and 54 percent). Peer evaluations of part-time faculty were used in 29 percent and 38 percent of departments, respectively. Full-time faculty performed self-evaluations at two-year schools more often than at four-year schools (60 percent vs. 43 percent), while part-time faculty performed self-evaluations in 32 percent and 24 percent of departments, respectively. Evaluation of full-time faculty teaching performance by a dean also was more widely used in departments in two-year schools than in four-year schools (50 percent and 37 percent); and dean evaluation of part-time faculty occurred in only about one-half as many departments as it did for full-time faculty (26 percent and 20 percent). Three other methods of assessing the performance of teachers--student test scores, student placement or honors, and other measures of student performance--were used by only a few departments.

Table 4.1--Percentage of department chairs using indicated methods to assess teaching performance of full-time faculty, by method, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time faculty	Method 1/ A Student evals	B Dept chr evals	C Peer evals	D Self eval	E Dean evals	F Other student measures
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	97	84	53	47	40	14
Four-year institutions	30,579	98	82	54	43	37	15
Two-year institutions	10,003	92	87	50	60	50	13
Four-year, by type 3/							
Doctoral	10,633	98	78	52	25	15	15
Public nondoctoral	7,901	99	85	63	43	37	13
Private nondoctoral	12,045	98	85	49	59	56	16
Four-year, by area 4/							
Professional	9,478	99	87	48	44	33	13
Arts & sciences	17,816	98	79	57	43	37	16
Other	3,285	100	86	50	40	47	11
Four-year, by type & area							
Doctoral							
Professional	4,160	99	88	48	32	18	15
Arts & sciences	5,405	98	71	56	19	12	15
Other	1,068	100	76	49	30	22	11
Public nondoctoral							
Professional	2,661	98	88	54	47	37	13
Arts & sciences	4,345	99	81	66	40	35	13
Other	895	100	91	73	44	49	12
Private nondoctoral							
Professional	2,656	100	86	43	59	53	12
Arts & sciences	8,066	97	84	54	61	55	19
Other	1,323	99	90	36	47	67	11

1/Methods listed in descending order of overall frequency of use. A = evaluation by students; B = department/division chair evaluations; C = peer evaluations; D = self evaluation; E = dean evaluations; F = Measures of student performance other than test scores, placement, or honors.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.1--Percentage of department chairs using indicated methods to assess teaching performance of full-time faculty, by method, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with full-time faculty	Method 1/				
		G Student tests	H Student placement	I Other measures	J Materials review	K Not assessed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	11	9	1	1	0
Four-year institutions	30,579	12	9	1	1	0
Two-year institutions	10,003	10	8	0	0	0
Four-year, by type 3/						
Doctoral	10,633	13	12	0	1	0
Public nondoctoral	7,901	9	8	1	1	0
Private nondoctoral	12,045	13	7	1	0	0
Four-year, by area 4/						
Professional	9,478	16	8	1	0	0
Arts & sciences	17,816	9	9	1	1	0
Other	3,285	14	7	0	1	0
Four-year, by type & area						
Doctoral						
Professional	4,160	19	12	1	0	0
Arts & sciences	5,405	9	12	0	1	0
Other	1,068	12	10	0	0	0
Public nondoctoral						
Professional	2,661	12	1	2	0	0
Arts & sciences	4,345	7	11	0	1	0
Other	895	15	11	0	2	0
Private nondoctoral						
Professional	2,656	17	10	1	0	0
Arts & sciences	8,066	11	7	1	0	0
Other	1,323	16	2	0	2	0

1/Methods listed in descending order of overall frequency of use. G = student test scores; H = student placement or honors; I = other measures; J = review of teaching materials; K = not assessed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.2--Percentage of department chairs using indicated methods to assess teaching performance of part-time faculty, by method, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty	Method 1/ A Student evals	B Dept chr evals	C Peer evals	D Self eval	E Dean evals	F Other student measures
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	94	80	36	26	22	13
Four-year institutions	22,546	96	79	38	24	20	14
Two-year institutions	8,504	89	81	29	32	26	11
Four-year, by type 3/							
Doctoral	7,502	95	72	38	16	7	14
Public nondoctoral	6,279	97	83	45	21	17	13
Private nondoctoral	8,765	95	83	34	32	34	14
Four-year, by area 4/							
Professional	6,775	95	82	38	26	18	11
Arts & sciences	13,013	95	76	40	22	20	15
Other	2,758	98	86	34	28	27	15
Four-year, by type & area							
Doctoral							
Professional	2,706	92	78	38	24	12	13
Arts & sciences	4,064	96	66	38	10	4	14
Other	732	100	80	38	24	3	11
Public nondoctoral							
Professional	2,074	98	83	45	21	19	12
Arts & sciences	3,441	97	81	44	21	14	13
Other	764	98	86	50	22	24	13
Private nondoctoral							
Professional	1,994	98	86	30	34	26	8
Arts & sciences	5,508	94	80	38	31	35	16
Other	1,262	97	90	22	34	43	19

1/Methods listed in descending order of overall frequency of use. A = evaluation by students; B = department/division chair evaluations; C = peer evaluations; D = self evaluation; E = dean evaluations; F = Measures of student performance other than test scores, placement, or honors.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.2--Percentage of department chairs using indicated methods to assess teaching performance of part-time faculty, by method, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with part-time faculty	Method 1/ G Student tests	H Student placement	I Materials review	J Other measures	K Not assessed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	11	4	0	0	2
Four-year institutions	22,546	12	5	0	0	2
Two-year institutions	8,504	9	2	0	0	3
Four-year, by type 3/						
Doctoral	7,502	12	9	0	0	1
Public nondoctoral	6,279	10	4	1	0	1
Private nondoctoral	8,765	13	4	0	0	3
Four-year, by area 4/						
Professional	8,775	16	8	0	0	1
Arts & sciences	13,013	10	5	0	0	2
Other	2,758	10	4	0	1	1
Four-year, by type & area						
Doctoral						
Professional	2,706	18	12	0	0	1
Arts & sciences	4,064	9	8	1	0	1
Other	732	3	1	0	3	0
Public nondoctoral						
Professional	2,074	12	1	0	0	0
Arts & sciences	3,441	9	4	1	0	1
Other	764	12	9	0	0	2
Private nondoctoral						
Professional	1,994	19	5	0	0	2
Arts & sciences	5,508	10	4	0	0	4
Other	1,262	12	2	0	0	0

1/Methods listed in descending order of overall frequency of use. G = student test scores; H = student placement or honors; I = review of teaching materials; J = other measures. K = not assessed;

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 5: Opportunities for Professional Development

Institutional funds were made available to support the professional development of full-time faculty in almost all departments in both two- and four-year institutions (table 5.1). Over 90 percent of all departments reported the availability of funds to offset the costs of professional travel and fees for professional conferences. Sabbatical leave was available for full-time faculty in 92 percent of departments in four-year schools and 77 percent of departments in two-year schools.

Faculty at two-year schools were more likely to obtain subsidies for training to improve teaching skills (84 percent of departments) than faculty at four-year schools (75 percent of departments). This pattern was reversed with respect to subsidies for training to improve research skills, available in 67 percent of departments in four-year schools, but in only 46 percent of departments in two-year schools. Similar overall figures appeared for subsidized tuition, available in 73 percent of all departments in four-year schools, but in only 52 percent of departments in two-year schools. However, the figure used for four-year schools in this comparison is strongly influenced by the extraordinary performance of departments in private nondoctoral institutions, 89 percent of which subsidized costs of tuition for full-time faculty.

Forms of subsidy provided by smaller proportions of departments in two- and four-year schools include retraining for fields in higher demand (39 percent and 33 percent), offsetting the cost of professional dues (34 percent and 31 percent), and providing paid leave for the sake of gaining work experience (29 percent and 22 percent).

Far fewer departments reported the availability of funds to support the professional development of part-time teaching faculty (table 5.2). More than one-half of all departments in two- and four-year schools reported that no such funds were available (58 percent and 52 percent, respectively). Forms of support most often available to part-time faculty--in 17 percent to 34 percent of departments--were conference fees, reimbursement for professional travel, training to improve teaching skills, and tuition remission.

Table 5.1--Percentage of departments in which discretionary funds were used for professional development of full-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with full-time faculty	Use of funds /1 for professional development of full-time faculty				
		A Prof travel	B Confer reg fees	C Sabbatic leave	D Teaching training	E Tuition remission
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	96	91	88	77	68
Four-year institutions	30,579	97	90	92	75	73
Two-year institutions	10,003	91	93	77	84	52
Four-year, by type 3/						
Doctoral	10,633	96	83	92	70	61
Public nondoctoral	7,901	99	93	92	76	64
Private nondoctoral	12,045	96	95	92	79	89
Four-year, by area 4/						
Professional	9,478	96	93	91	80	67
Arts & sciences	17,816	97	88	92	72	76
Other	3,285	100	91	95	78	76
Four-year, by type & area						
Doctoral						
Professional	4,180	94	89	90	76	58
Arts & sciences	5,405	98	77	92	63	63
Other	1,068	100	84	97	74	66
Public nondoctoral						
Professional	2,661	98	95	89	82	60
Arts & sciences	4,345	100	93	94	72	66
Other	895	100	88	89	75	64
Private nondoctoral						
Professional	2,656	97	99	92	83	87
Arts & sciences	9,066	95	92	92	77	89
Other	1,323	99	100	98	84	91

1/Uses of funds listed in descending order of overall use. A = professional travel; B = registration fees, etc. for workshops, conferences etc.; C = sabbatical leave; D = training to improve teaching skills; E = tuition remission.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.1--Percentage of departments in which discretionary funds were used for professional development of full-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with full-time faculty	Use of funds /1 for professional development of part-time faculty				
		F Research training	G Training for other fields	H Prof asso member-ships	I Pd leave for work exper	J None of uses listed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	40,582	82	34	32	24	1
Four-year institutions	30,579	87	33	31	22	0
Two-year institutions	10,003	48	39	34	29	1
Four-year, by type 3/						
Doctoral	10,633	85	21	19	19	1
Public nondoctoral	7,901	89	41	19	25	1
Private nondoctoral	12,045	88	37	49	24	0
Four-year, by area 4/						
Professional	9,478	73	37	36	30	1
Arts & sciences	17,818	84	31	27	19	0
Other	3,285	62	29	36	23	0
Four-year, by type & area						
Doctoral						
Professional	4,160	74	25	33	23	0
Arts & sciences	5,403	90	18	11	16	1
Other	1,068	58	27	10	22	0
Public nondoctoral						
Professional	2,661	74	47	20	38	2
Arts & sciences	4,345	96	38	18	18	0
Other	895	88	38	30	25	0
Private nondoctoral						
Professional	2,656	88	45	59	33	0
Arts & sciences	8,086	88	37	44	21	0
Other	1,323	62	24	61	22	0

1/Uses of funds listed in descending order of overall use. F = training to improve research skills; G = retraining for fields in higher demand; H = professional association memberships; I = paid leave to gain work experience; J = none of the uses listed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of departments in which discretionary funds were used for professional development of part-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Departments with part-time faculty	Use of funds /1 for professional development of full-time faculty				
		A Confer reg fees	B Prof travel	C Teaching training	D Tuition remission	E Research training
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	31	29	20	20	8
Four-year institutions	22,546	30	30	20	21	9
Two-year institutions	8,504	33	26	22	16	5
Four-year, by type 3/						
Doctoral	7,502	30	36	22	19	9
Public nondoctoral	6,279	26	24	17	20	6
Private nondoctoral	8,765	33	30	19	23	11
Four-year, by area 4/						
Professional	6,775	28	27	22	17	9
Arts & sciences	13,013	30	31	18	23	8
Other	2,758	36	34	21	18	12
Four-year, by type & area						
Doctoral						
Professional	2,706	27	29	30	16	12
Arts & sciences	4,064	31	39	17	19	7
Other	732	35	41	21	25	13
Public nondoctoral						
Professional	2,074	27	23	17	16	6
Arts & sciences	3,441	27	24	19	25	7
Other	764	19	22	7	10	1
Private nondoctoral						
Professional	1,994	30	28	16	20	8
Arts & sciences	5,508	31	29	18	26	10
Other	1,262	46	37	30	18	19

(continues)

1/Uses of funds listed in descending order of overall use. A = registration fees, etc. for workshops, conferences etc.; B = professional travel; C = training to improve teaching skills; D = tuition remission; E = training to improve research skills.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of departments in which discretionary funds were used for professional development of part-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Departments with part-time faculty	Use of funds /1 for professional development of part-time faculty				
		F Prof assn memberships	G Sabbatic leave	H Training for other fields	I Pd leave for work exper	J None of uses listed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	31,050	7	4	2	2	54
Four-year institutions	22,546	7	4	2	2	52
Two-year institutions	8,504	6	4	3	2	58
Four-year, by type 3/						
Doctoral	7,502	8	4	1	1	49
Public nondoctoral	6,279	2	3	2	1	59
Private nondoctoral	8,765	11	4	4	3	50
Four-year, by area 4/						
Professional	6,775	7	4	1	1	57
Arts & sciences	13,013	4	4	3	2	50
Other	2,758	18	1	1	0	50
Four-year, by type & area						
Doctoral						
Professional	2,706	9	4	1	0	53
Arts & sciences	4,064	3	5	1	2	47
Other	732	10	4	0	0	43
Public nondoctoral						
Professional	2,074	3	3	2	1	63
Arts & sciences	3,441	2	4	1	1	54
Other	764	0	0	5	0	69
Private nondoctoral						
Professional	1,994	8	5	1	1	54
Arts & sciences	5,508	7	5	6	4	50
Other	1,262	34	0	0	0	43

1/Uses of funds listed in descending order of overall use. F = professional association memberships; G = sabbatical leave; H = retraining for fields in higher demand; I = paid leave to gain work experience; J = none of the uses listed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Summary

The data from departmental chairs provide powerful insights into the workings of higher education institutions. While these insights are not the direct result of responses to any specific item, they arise because teachers are the most valuable resource of an educational institution. How this resource is configured, who comprises it, the support it receives, and the criteria and methods by which it is evaluated all tend to indicate the strategies and philosophy that institutions and their instructional departments evolve to accomplish their mission.

In line with this, the data suggest substantially different strategies for faculty utilization, between departments in two- and four-year institutions, and, within four-year institutions, between research-oriented institutions and other four-year schools. For example, departments in two-year schools make heavy use of part-time faculty, employing as many part-time faculty as full-time. Departments in four-year schools, however, employ only a small fraction (16 percent) of part-time instructional faculty. Four-year schools, particularly doctoral institutions, on the other hand, tend to make efficient use of their faculty by having more faculty with joint appointments and by providing faculty with teaching assistants (almost 1 teaching assistant for every two full-time faculty members in doctoral institutions). Moreover, the data would suggest that departments in four-year institutions are better able to meet their needs for particular full-time faculty than those in two-year schools. Almost three-fourths of the departments in four-year schools make their own decisions about new faculty hires; whereas, for about 60 percent of departments in two-year schools, this decision is made outside of the department.

The criteria used for hiring entry-level, full-time faculty and granting tenure to full-time faculty are interesting as well. They provide an indication of the department chairs' perceptions of the institution's mission, and this perception is often translated into behavior. Differences among institutions are less pronounced with respect to criteria for hiring and promoting full-time faculty than with respect to their use of faculty. The quality of their teaching and departmental program needs were important in hiring faculty to a high proportion of department chairs at both two- and four-year institutions. Eighty percent of department chairs at four-year schools also felt that the highest degree level of prospective faculty was very important; while, 60 percent of department chairs at two-year schools felt that teaching experience was very important in hiring full-time entry-level instructional faculty.

The quality of teaching was the predominant criterion for granting tenure in both two- and four-year institutions. In fact, in two-year schools, quality of teaching was the only criterion for granting tenure that was very important to most department chairs. In four-year schools, a majority of department chairs also felt that the faculty member's highest degree level was important in tenure decisions. Surprisingly, in no type of institution

did a majority of department chairs feel that research or publications were very important criteria for granting tenure.

The importance of having high quality teaching in higher education institutions is consistent with the way faculty are most often evaluated and with their opportunities for professional development. Student evaluations of faculty teaching were used by more than 90 percent of departments in two- and four-year schools. Subsidies to faculty to improve teaching skills were available at 84 percent of the two-year schools and 75 percent at the four-year schools.

Appendix A: Technical Notes

Technical Notes

The 1988 National Survey of Postsecondary Faculty (NSOPF-88) was conducted under contract to the National Center for Education Statistics (NCES). It was conducted in accordance with the Congressional mandate to NCES in P.L. 93-380. The General Provisions Act, 20 USC 1221e-1, Section 406(b), requires NCES to "collect, collate, and from time to time report full and complete statistics on the condition of education in the United States; conduct and publish reports on specialized analyses of the meaning and significance of such statistics;..."

There were three major components of the study: a survey of institutional level respondents at a stratified random sample of 480 U.S. colleges and universities; a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) within a subset of the participating institutions; and a survey of a stratified random sample of 11,013 eligible faculty members within the participating institutions. This report describes the findings from the department chair survey.

Overview

NSOPF-88 was conducted from December 1987 through October 1988. A total of 480 degree-granting institutions (two-year, four-year, or advanced degree) were randomly selected, stratified by a modified Carnegie classification and size--where size was defined as the number of faculty. Within each stratum, institutions were randomly selected. Of those selected, 449 agreed to participate and provided lists of their fall, 1987, instructional faculty and department chairpersons. From each four-year institution, faculty and department chairpersons were stratified by program area and selected; from each two-year school, simple random samples of faculty and department chairs were selected; and from the specialized schools, only faculty were sampled. At all institutions, faculty were stratified on the basis of employment status, full-time and part-time. Questionnaire responses were obtained from 424 institutions (88 percent), 2,423 department chairpersons (80 percent) and 8,383 faculty members (76 percent).

Sampling Strategy

The Institution Sample

The design of NSOPF-88 called for the selection of a sample of 480 institutions from the universe of accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. The sampling frame was the 1987 Integrated Postsecondary Education Data System (IPEDS) file, which contained a total of 3,159 institutions

that met the study criteria. The sample was stratified into 12 primary strata following the Carnegie classification system[1] (which is based on level of degree offered and emphasis on research) and control (public vs. private). The 12 strata are as follows:

Research universities, public and private: The 104 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

Other doctorate-granting universities, public and private.

Comprehensive colleges and universities, public and private: Offer liberal arts and professional programs; master's degree is the highest degree offered.

Liberal arts colleges: Smaller and generally more selective than comprehensive colleges and universities. Primarily offer bachelor's degrees, although some offer master's degrees.

Two-year colleges, public and private. Offer certificate or degree programs through the Associate of Arts level.

Religious colleges. Primary purpose is to offer religious instruction or train members of the clergy.

Medical schools. Award most of their professional degrees in medicine. Includes only those institutions that appear in the Higher Education General Information Survey (HEGIS) as separate campuses.

Other: Includes a wide range of professional and other specialized colleges and universities that offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded are in a single specialized field. Includes schools of health professions other than medicine, law, engineering, business, fine arts, and so on.

Table A.1 presents, for each cell, the number of institutions in the universe, the number in the sample, and the number of institutional level survey respondents. To select the sample, institutions within each of the 12 primary strata were ordered on the basis of approximate number of faculty. Each primary stratum was then divided into three or four substrata based on the faculty counts. (Usually, the first substratum contained the largest institutions whose combined faculty totaled 25 percent of all faculty in the primary stratum, the second substratum contained the next largest institutions whose combined faculty totaled 25 percent of all faculty, and so on.)

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[1] A Classification of Institutions of Higher Education, 1987 Edition, The Carnegie Foundation for the Advancement of Teaching (Princeton, NJ).

Table A.1--Distribution of institutions in the universe, sample, and respondent group, by institutional stratum

	Universe	Sample	Respondents
Public research	71	45	40
Private research	33	25	19
Public doctoral	63	30	29
Private doctoral	46	20	14
Public comprehensive	325	75	72
Private comprehensive	252	40	37
Liberal arts	580	40	36
Public two-year	981	100	93
Private two-year	193	20	16
Religious	308	20	14
Medical	53	20	17
Other	254	45	37
TOTAL	3159	480	424

A designated number of institutions was randomly sampled from each size substratum, generally as a function of the number of faculty represented. In most cases, fewer institutions were sampled from the substrata with the largest institutions than from those with smaller institutions. However, because there are fewer large than small institutions, the sampling rates were much higher for large institutions than for small institutions.

The Department Chairperson Sample

Department chairpersons were sampled from two- and four-year institutions, but not from the religious, medical, or other specialized schools. In the four-year schools, departments were stratified into 14 program areas, as listed below.

01: Agriculture and Home Economics
02: Business
03: Education
04: Engineering
05: Fine, Applied, and Performing Arts
06: Health Sciences
07: English and Literature
08: Foreign Languages
09: History
10: Philosophy
11: Humanities, Other
12: Natural Sciences
13: Social Sciences
14: Other fields

Within each of these 14 program areas, one department chairperson was randomly selected, as available. Sample sizes and number of respondents from the four-year schools, by type of institution and program area, are shown in table A.2.

Table A.2--Department chairperson respondents and sample size at four-year institutions, by type and control of institution and program area

	Pub res	Pvt res	Pub doc	Pvt doc	Pub comp	Pvt comp	Lib arts	Total	Resp rate
Agriculture/ home economics	22/25*	4/6	20/21	3/3	22/25	3/5	2/2	76/87	.87
Business	20/34	6/13	19/25	11/14	41/62	29/34	21/25	147/207	.71
Education	32/39	10/15	19/26	7/11	65/79	34/39	25/31	192/240	.80
Engineering	29/34	10/15	22/26	6/8	26/34	12/14	6/7	111/138	.80
Arts	25/39	12/19	26/30	9/15	47/62	27/34	21/27	167/226	.74
Health sciences	22/35	13/16	18/21	6/9	46/55	22/25	8/10	135/171	.79
English	27/37	14/17	24/27	10/12	50/58	24/28	19/20	168/199	.84
Foreign languages	32/38	13/18	23/28	6/11	44/52	18/23	13/18	149/188	.79
History	29/36	11/19	26/28	8/11	36/50	19/24	22/22	151/190	.79
Philosophy	25/35	13/19	18/23	7/9	33/38	25/28	14/17	135/169	.80
Other humanities	26/32	14/19	9/10	10/12	22/29	18/23	21/25	120/150	.80
Natural sciences	51/62	27/32	37/41	15/19	81/91	35/46	37/45	283/336	.84
Social sciences	32/40	14/21	29/32	10/13	55/72	29/36	28/31	197/245	.80
Other	11/12	4/6	8/10	5/8	27/30	14/19	9/13	78/98	.80
Total	383/ 498	165/ 235	298/ 348	113/ 155	595/ 737	309/ 378	246/ 293	2109/ 2644	
Response rate	.77	.70	.86	.73	.81	.82	.84	.80	

*This table presents respondents/sample size, i.e., in the agriculture/home economics program area there were 22 respondents and 25 department chairs in the sample.

For each of the two-year schools, a simple random sample of four department chairpersons was selected, as available. Table A.3 presents the number of department chairperson sample members and respondents among the two-year schools.

Table A.3--Department chairperson sample members and respondents at two-year institutions, by control of institution

	Public	Private	All two-year
Sample members	337	44	381
Respondents	280	34	314
Response rate	.83	.77	.82

Weight Calculations

Weights for department chairs sum to the estimated total number of departments in the IPEDS universe of accredited institutions. Sample weights were adjusted for two levels of nonresponse: nonparticipating institutions and nonresponding department chairpersons.

Data Collection

The first stage of the data collection process involved obtaining each sampled institution's agreement to participate and, subsequently, obtaining lists of faculty and department chairpersons in these institutions. A total of 449 (94 percent) of the 480 institutions agreed to participate and sent faculty and, as appropriate, department chair lists.

Department chair questionnaire data were collected between the end of April and the end of September, 1988. Data collection procedures consisted of an initial mailing and three followup mailings.

Data Processing

Data processing including manual edits, coding of "other specify" responses, and a computer-based editing system to check data for range errors, logical inconsistencies, and erroneous skip patterns. For erroneous

skip patterns, values were logically assigned on the basis of the presence or absence of responses within the skip pattern, as feasible given the responses provided. For errors that could not be corrected in this fashion, the hard copy questionnaire was inspected, and, if necessary, the respondent was called back to try to resolve the problem.

As a final step, stochastic imputations were performed to fill in selected questionnaire items that had missing data. This was done using the response to the omitted item given by a randomly selected other respondent within the same institutional stratum (and, if possible, the same substratum as well) and within the same program area.

Accuracy of Estimates

Error in the estimates provided in this report are derived from two sources: sampling errors and nonsampling errors. Nonsampling errors are extremely difficult to estimate. They may be caused by a variety of factors, including inability to provide accurate information (for example, because of incomplete or out-of-date records), refusal to provide information, differences in interpreting the questions, respondent errors, and errors made in recording the data. No estimates of nonsampling error for these data have been made.

Sampling errors occur because the estimates are based on a sample of individuals in the population rather than on the entire population. Sampling errors were estimated using partially balanced repeated replicates. The tables in appendix B (B.2.1 through B.5.2) present the standard error, along with the unweighted number of respondents, for each estimate presented in this report. The standard errors may be used to calculate confidence intervals around each estimate and to compare two or more estimates to determine if they are statistically different from one another.

To calculate the 95 percent confidence interval, the standard error is multiplied by 1.96 and the product is added to and subtracted from the estimate to produce a range. In repeated sampling, 95 out of 100 intervals constructed in this way would cover the true population value.

Comparisons noted in this report are significant at the .05 level as determined by a pairwise t-test for independent samples. The standard error of the difference between two estimates was calculated as

$$SE_d = \sqrt{se_1^2 + se_2^2},$$

When multiple comparisons were made, the acceptable minimum significance level was decreased by means of the Bonferroni adjustment. This adjustment takes into account the increased likelihood, when making multiple comparisons, of finding significant differences simply by chance. With this adjustment, the significance level being used for each comparison (.05) is divided by the total number of comparisons being made.

Appendix B: Standard Error Tables

Table B.2.1--Mean number of faculty per department, by faculty type, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Total number of respondents (unweighted)	Total faculty	Regular		Temporary 1/	
			Full-time	Part-time	Full-time	Part-time
All institutions 2/	2,423	19.19	11.32	3.78	0.78	3.30
Standard error		0.92	0.46	0.40	0.11	0.55
Four-year institutions	2,109	18.45	12.01	2.47	0.86	3.11
Standard error		1.39	0.63	0.40	0.15	0.73
Two-year institutions	314	21.41	9.23	7.74	0.55	3.90
Standard error		2.12	0.63	1.44	0.16	0.84
Four-year, by type 3/						
Doctoral	939	28.10	18.29	3.44	1.54	4.83
Standard error		3.66	1.39	0.98	0.41	2.13
Public nondoctoral	608	17.91	12.11	2.75	0.59	2.46
Standard error		1.02	0.73	0.37	0.09	0.45
Private nondoctoral	542	10.19	6.34	1.42	0.43	2.00
Standard error		0.52	0.48	0.23	0.08	0.31
Four-year, by area 4/						
Professional	585	25.59	14.99	3.62	1.09	5.89
Standard error		4.18	1.61	1.15	0.43	2.40
Arts & sciences	1,370	15.60	11.03	1.93	0.79	1.85
Standard error		0.59	0.44	0.15	0.08	0.19
Other	154	13.39	8.84	2.08	0.62	1.86
Standard error		1.11	0.61	0.33	0.10	0.47
Four-year, by type & area						
Doctoral						
Professional	230	37.28	21.16	4.98	1.72	9.40
Standard error		9.32	3.29	2.48	0.94	5.42
Arts & sciences	632	23.51	17.30	2.53	1.62	2.07
Standard error		0.85	0.61	0.33	0.16	0.26
Other	77	16.17	12.50	2.08	0.49	1.11
Standard error		1.40	1.18	0.23	0.14	0.32
Public nondoctoral						
Professional	183	18.13	11.52	3.24	0.61	2.76
Standard error		1.52	0.67	0.71	0.18	0.84
Arts & sciences	375	18.28	13.03	2.51	0.50	2.23
Standard error		1.20	1.13	0.28	0.11	0.40
Other	50	13.53	9.45	2.46	0.94	2.66
Standard error		2.24	1.09	0.91	0.41	0.68
Private nondoctoral						
Professional	152	14.55	8.67	1.85	0.96	3.47
Standard error		1.21	1.78	0.52	0.22	1.01
Arts & sciences	383	8.87	5.76	1.21	0.38	1.52
Standard error		0.53	0.24	0.17	0.10	0.27
Other	27	9.52	5.25	1.81	0.51	1.95
Standard error		1.80	0.99	0.87	0.21	0.83

1/Visiting, acting, or adjunct faculty.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

NOTE: Mean numbers may not add to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.2--Percentage of departments with full-time regular, part-time regular, full-time temporary, and part-time temporary faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of respondents (unweighted)	Regular		Temporary 1/	
		Full-time	Part-time	Full-time	Part-time
		Percent	Percent	Percent	Percent
All institutions 2/	2,423	99.02	44.44	22.70	43.05
Standard error		0.33	1.82	1.30	2.14
Four-year institutions	2,109	99.31	39.93	25.78	45.47
Standard error		0.30	1.99	1.54	1.94
Two-year institutions	314	98.13	58.06	13.37	35.72
Standard error		1.01	4.66	2.73	4.44
Four-year, by type 3/					
Doctoral	959	98.37	36.88	39.21	46.51
Standard error		0.75	2.54	3.39	2.91
Public nondoctoral	608	99.77	43.72	21.32	47.35
Standard error		0.24	3.51	2.12	4.10
Private nondoctoral	542	98.68	40.16	16.72	43.32
Standard error		0.22	3.89	1.84	3.76
Four-year, by area 4/					
Professional	585	99.47	33.77	22.59	49.01
Standard error		0.69	2.76	2.73	3.05
Arts & sciences	1,370	99.62	41.10	27.55	42.58
Standard error		0.20	1.85	2.00	1.95
Other	154	97.24	51.07	25.44	48.28
Standard error		1.77	5.98	5.12	6.73
Four-year, by type & area					
Doctoral					
Professional	250	98.80	28.59	31.33	46.87
Standard error		1.61	4.23	4.82	5.19
Arts & sciences	632	99.47	41.14	48.40	47.62
Standard error		0.45	2.72	3.44	2.89
Other	77	93.46	43.51	24.50	39.92
Standard error		5.37	6.23	8.31	4.76
Public nondoctoral					
Professional	183	100.00	40.40	20.83	51.60
Standard error		0.00	4.48	3.98	6.34
Arts & sciences	375	100.00	46.48	20.32	43.50
Standard error		0.00	4.58	3.05	4.42
Other	50	97.98	40.20	27.50	53.32
Standard error		1.85	5.92	8.13	8.38
Private nondoctoral					
Professional	152	100.00	33.75	10.50	53.03
Standard error		0.00	6.23	2.29	6.72
Arts & sciences	383	99.52	38.20	17.44	38.71
Standard error		0.33	3.06	2.62	3.66
Other	27	100.00	65.03	24.82	52.02
Standard error		0.00	12.42	10.49	14.23

1/Visiting, acting, or adjunct faculty.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.3--Percentage of departments with joint appointments and mean number of joint appointments per department, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of respondents (unweighted)	Joint appointments	
		Percent	Number
All institutions 1/	2,423	33.51	1.11
Standard error		1.62	0.11
Four-year institutions	2,109	34.97	1.23
Standard error		1.90	0.15
Two-year institutions	314	29.13	0.73
Standard error		3.62	0.12
Four-year, by type 2/			
Doctoral	959	49.49	1.94
Standard error		3.46	0.24
Public nondoctoral	608	24.86	0.75
Standard error		2.61	0.20
Private nondoctoral	542	28.69	0.92
Standard error		3.60	0.26
Four-year, by area 3/			
Professional	585	39.79	2.03
Standard error		3.65	0.44
Arts & sciences	1,370	33.58	0.88
Standard error		1.79	0.06
Other	154	28.70	0.83
Standard error		4.05	0.24
Four-year, by type & area			
Doctoral			
Professional	370	52.44	2.60
Standard error		6.62	0.59
Arts & sciences	632	50.15	1.67
Standard error		3.04	0.14
Other	77	32.63	0.77
Standard error		7.22	0.25
Public nondoctoral			
Professional	183	27.94	1.36
Standard error		4.27	0.56
Arts & sciences	375	22.33	0.41
Standard error		3.66	0.06
Other	50	27.97	0.55
Standard error		10.48	0.14
Private nondoctoral			
Professional	152	31.62	1.81
Standard error		5.48	1.16
Arts & sciences	363	28.50	0.60
Standard error		3.82	0.07
Other	27	25.81	1.07
Standard error		10.38	0.71

1/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

2/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

3/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.4--Percentage of departments with teaching assistants and mean number of teaching assistants per department, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Total number of respondents (unweighted)	Teaching assistants	
		Percent	Number
All institutions 1/	2,423	25.31	2.95
Standard error		1.52	0.31
Four-year institutions	2,109	29.38	3.72
Standard error		1.78	0.43
Two-year institutions	314	13.02	0.62
Standard error		2.15	0.21
Four-year, by type 2/			
Doctoral	959	51.18	8.46
Standard error		2.56	1.03
Public nondoctoral	608	24.62	1.61
Standard error		3.30	0.28
Private nondoctoral	542	13.05	0.87
Standard error		2.55	0.31
Four-year, by area 3/			
Professional	585	28.04	2.88
Standard error		2.03	0.89
Arts & sciences	1,370	30.50	4.49
Standard error		1.64	0.42
Other	154	27.29	2.02
Standard error		4.38	0.35
Four-year, by type & area			
Doctoral			
Professional	250	41.25	5.54
Standard error		4.92	1.97
Arts & sciences	632	59.64	11.55
Standard error		2.46	1.01
Other	77	47.51	4.47
Standard error		6.50	0.86
Public nondoctoral			
Professional	183	27.60	1.07
Standard error		4.85	0.22
Arts & sciences	375	23.35	2.06
Standard error		3.20	0.48
Other	50	22.01	1.02
Standard error		6.92	0.42
Private nondoctoral			
Professional	152	7.55	0.48
Standard error		1.78	0.17
Arts & sciences	363	14.79	1.05
Standard error		3.04	0.39
Other	27	13.46	0.61
Standard error		8.83	0.48

1/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

2/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

3/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.1--Percentage distribution of departments regarding level of primary decision-making authority to hire full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)		Level at which primary decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	100	65.22	16.92	11.20	6.66
Standard error			1.96	1.57	1.56	0.87
Four-year institutions	2,095	100	73.21	11.99	9.12	5.68
Standard error			1.83	1.46	1.20	0.79
Two-year institutions	305	100	40.72	32.04	17.56	9.68
Standard error			4.02	3.86	4.23	1.88
Four-year, by type 3/						
Doctoral	948	100	82.87	3.63	8.36	5.15
Standard error			2.18	1.17	1.80	0.91
Public nondoctoral	607	100	76.99	7.30	10.29	5.42
Standard error			2.38	1.40	1.84	1.57
Private nondoctoral	539	100	62.15	22.50	9.02	6.32
Standard error			2.54	3.22	2.12	1.43
Four-year, by area 4/						
Professional	581	100	71.36	10.33	12.37	5.95
Standard error			2.04	1.75	2.37	1.16
Arts & sciences	1,364	100	74.20	12.75	7.53	5.52
Standard error			1.83	1.68	1.56	0.81
Other	150	100	73.25	12.67	8.31	5.77
Standard error			5.87	6.20	2.51	3.10
Four-year, by type & area						
Doctoral						
Professional	248	100	80.27	4.47	11.16	4.09
Standard error			4.00	2.29	3.74	1.27
Arts & sciences	629	100	85.99	3.02	4.93	6.06
Standard error			1.69	0.83	0.92	1.32
Other	74	100	77.20	3.41	14.74	4.65
Standard error			6.53	2.59	4.88	4.61
Public nondoctoral						
Professional	183	100	65.67	8.16	18.02	8.15
Standard error			5.03	3.15	3.57	3.07
Arts & sciences	375	100	82.75	7.20	5.91	4.14
Standard error			2.68	1.50	2.40	1.47
Other	49	100	82.66	5.24	8.55	3.55
Standard error			5.66	3.48	3.70	2.99
Private nondoctoral						
Professional	152	100	63.09	21.67	8.59	6.64
Standard error			5.21	5.73	2.59	2.46
Arts & sciences	360	100	61.59	22.34	10.17	5.91
Standard error			2.55	3.43	2.85	1.32
Other	27	100	63.70	25.16	2.96	8.18
Standard error			17.53	17.58	2.97	6.53

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.2--Percentage distribution of departments regarding level of primary decision-making authority to hire part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with Part-time regular faculty (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	100	87.75	6.55	3.56	2.14
Standard error			1.31	1.21	0.36	0.56
Four-year institutions	1,620	100	89.49	5.59	3.52	1.39
Standard error			1.14	1.15	0.73	0.31
Two-year institutions	263	100	83.15	9.08	3.66	4.11
Standard error			3.56	3.00	0.82	1.74
Four-year, by type 3/						
Doctoral	710	100	94.97	1.07	3.15	0.80
Standard error			2.18	1.25	1.55	0.32
Public nondoctoral	490	100	93.58	2.58	3.54	0.30
Standard error			1.14	0.80	0.72	0.19
Private nondoctoral	420	100	81.89	11.61	3.63	2.68
Standard error			3.21	3.02	1.10	0.73
Four-year, by area 4/						
Professional	450	100	90.54	3.47	4.86	1.32
Standard error			2.61	1.84	1.78	0.61
Arts & sciences	1,046	100	90.19	4.78	3.35	1.68
Standard error			1.35	1.15	0.84	0.47
Other	124	100	83.64	14.81	1.34	0.21
Standard error			6.00	6.51	1.12	0.20
Four-year, by type & area						
Doctoral						
Professional	179	100	91.75	2.18	5.42	0.67
Standard error			5.08	3.29	3.64	0.56
Arts & sciences	473	100	97.28	0.17	1.65	0.90
Standard error			1.18	0.12	0.77	0.55
Other	58	100	94.10	2.07	3.05	0.79
Standard error			4.76	3.12	3.10	0.72
Public nondoctoral						
Professional	148	100	90.92	3.39	5.20	0.50
Standard error			2.81	1.85	2.14	0.51
Arts & sciences	302	100	94.36	2.67	2.73	0.25
Standard error			2.23	1.78	0.90	0.19
Other	40	100	97.35	0.00	2.65	0.00
Standard error			2.14	0.00	2.14	0.00
Private nondoctoral						
Professional	123	100	88.51	5.35	3.07	3.07
Standard error			3.04	3.32	1.27	1.91
Arts & sciences	272	100	82.38	8.50	4.97	3.15
Standard error			3.38	2.75	1.55	0.98
Other	25	100	69.27	30.73	0.00	0.00
Standard error			17.09	17.09	0.00	0.00

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.3--Percentage distribution of departments regarding level of primary decision-making authority to promote full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	100	17.88	49.59	20.40	12.15
Standard error			1.32	1.51	1.00	1.05
Four-year institutions	2,095	100	10.76	47.16	20.84	12.24
Standard error			1.48	1.48	1.29	1.12
Two-year institutions	305	100	8.31	61.86	18.14	11.69
Standard error			2.20	4.54	3.15	3.05
Four-year, by type 3/						
Doctoral	949	100	34.31	26.03	29.16	10.50
Standard error			3.08	2.80	1.71	1.85
Public nondoctoral	807	100	17.30	50.38	18.82	13.49
Standard error			2.10	3.13	2.04	1.78
Private nondoctoral	539	100	8.17	64.22	14.63	12.98
Standard error			1.98	3.64	3.19	2.17
Four-year, by area 4/						
Professional	581	100	15.74	47.87	24.38	12.01
Standard error			2.70	2.57	2.84	1.70
Arts & sciences	1,364	100	21.62	48.03	18.47	11.88
Standard error			1.33	1.79	2.04	1.37
Other	150	100	21.41	40.20	23.40	14.99
Standard error			4.22	4.88	4.56	4.45
Four-year, by type & area						
Doctoral						
Professional	246	100	28.30	31.58	33.02	9.10
Standard error			5.01	4.58	4.30	2.09
Arts & sciences	629	100	39.80	21.47	27.28	11.45
Standard error			3.02	3.33	2.44	3.01
Other	74	100	37.91	27.29	23.62	11.18
Standard error			6.05	7.31	6.89	4.50
Public nondoctoral						
Professional	183	100	10.74	58.08	17.49	15.75
Standard error			3.03	6.12	3.35	3.55
Arts & sciences	375	100	20.89	373.25	17.47	12.39
Standard error			3.10	3.20	2.92	2.98
Other	49	100	19.57	38.90	29.45	12.08
Standard error			5.21	9.77	6.75	6.75
Private nondoctoral						
Professional	152	100	3.95	65.51	17.72	12.82
Standard error			1.50	4.23	3.74	3.33
Arts & sciences	360	100	9.60	65.52	13.00	11.89
Standard error			2.40	4.46	3.93	2.08
Other	27	100	7.94	52.80	18.64	20.61
Standard error			6.42	14.91	14.51	13.41

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.4--Percentage distribution of departments regarding level of primary decision-making authority to promote part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)		Level at which decision is made most often			
	Number	Percent	Department	Institution	College or school 1/	Other
			Percent	Percent	Percent	Percent
All institutions 2/	1,883	100	30.86	54.23	10.67	6.24
Standard error			2.88	2.88	1.80	1.47
Four-year institutions	1,620	100	42.05	30.38	20.72	5.94
Standard error			3.55	2.97	2.10	1.49
Two-year institutions	263	100	24.92	52.82	14.59	7.68
Standard error			6.45	5.57	3.70	4.22
Four-year, by type 3/						
Doctoral	710	100	64.12	10.79	20.56	4.52
Standard error			5.20	2.78	3.47	1.81
Public nondoctoral	490	100	41.89	20.81	32.40	4.90
Standard error			5.18	4.03	4.37	2.08
Private nondoctoral	420	100	23.69	54.25	14.18	7.87
Standard error			5.40	5.49	2.50	2.21
Four-year, by area 4/						
Professional	450	100	48.81	25.84	22.08	3.68
Standard error			8.12	5.93	4.19	2.09
Arts & sciences	1,046	100	39.15	32.42	21.88	6.55
Standard error			2.59	3.22	2.40	1.86
Other	124	100	45.55	35.48	8.27	10.70
Standard error			13.32	12.66	4.68	6.79
Four-year, by type & area						
Doctoral						
Professional	178	100	73.50	11.10	12.01	2.40
Standard error			9.82	6.15	5.01	2.37
Arts & sciences	472	100	54.99	11.06	28.20	5.75
Standard error			4.68	3.60	4.44	2.30
Other	59	100	62.90	6.57	20.11	10.42
Standard error			18.42	9.41	12.68	9.67
Public nondoctoral						
Professional	148	100	25.89	26.25	42.32	5.54
Standard error			8.50	6.15	9.80	3.09
Arts & sciences	302	100	48.11	16.51	31.08	5.30
Standard error			5.55	5.82	6.30	2.73
Other	40	100	72.91	26.00	1.10	0.00
Standard error			18.71	19.09	1.57	0.00
Private nondoctoral						
Professional	123	100	19.65	53.70	22.28	4.37
Standard error			9.00	10.23	5.57	2.67
Arts & sciences	272	100	25.37	54.13	12.87	7.63
Standard error			6.56	5.85	2.97	2.49
Other	25	100	21.65	58.16	5.67	16.52
Standard error			22.32	22.39	8.29	14.73

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.5--Percentage distribution of departments regarding level of primary decision-making authority to grant a merit raise to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	100	37.51	34.12	20.97	7.40
Standard error			2.48	1.72	1.71	1.02
Four-year institutions	2,095	100	41.18	30.16	21.31	7.35
Standard error			2.65	1.49	1.95	0.87
Two-year institutions	305	100	13.26	60.35	18.72	7.67
Standard error			3.40	6.35	3.91	2.81
Four-year, by type 3/						
Doctoral	949	100	66.23	5.78	20.67	7.34
Standard error			2.81	0.98	2.64	1.09
Public nondoctoral	607	100	40.38	22.41	28.55	8.68
Standard error			4.48	2.72	3.40	1.25
Private nondoctoral	539	100	13.22	63.72	16.68	6.39
Standard error			2.66	3.75	3.69	1.57
Four-year, by area 4/						
Professional	581	100	45.09	25.15	21.44	8.32
Standard error			3.65	2.23	2.98	1.64
Arts & sciences	1,364	100	38.01	34.32	20.58	7.10
Standard error			2.54	2.20	2.91	1.29
Other	150	100	47.50	21.49	25.24	5.78
Standard error			5.78	6.45	5.30	2.15
Four-year, by type & area						
Doctoral						
Professional	248	100	61.31	6.67	24.91	7.11
Standard error			4.15	1.43	5.09	2.02
Arts & sciences	629	100	67.32	5.32	19.27	8.10
Standard error			3.33	1.43	2.77	1.73
Other	74	100	70.81	4.53	11.31	4.34
Standard error			7.92	3.20	6.61	3.09
Public nondoctoral						
Professional	183	100	38.03	29.57	22.91	9.48
Standard error			6.73	5.29	4.42	2.63
Arts & sciences	375	100	42.73	20.26	29.90	7.11
Standard error			4.82	2.81	4.42	2.44
Other	49	100	35.56	10.78	39.46	14.20
Standard error			9.21	4.51	9.19	5.22
Private nondoctoral						
Professional	152	100	19.93	58.04	12.58	9.46
Standard error			5.85	7.87	3.74	4.05
Arts & sciences	360	100	10.70	66.84	16.21	6.25
Standard error			1.85	5.30	4.05	1.03
Other	27	100	18.61	52.99	30.40	0.00
Standard error			14.47	18.76	14.21	0.00

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.8--Percentage distribution of departments regarding level of primary decision-making authority to grant a merit raise to part-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	100	47.20	28.66	19.55	4.59
Standard error			2.25	2.65	2.78	1.37
Four-year institutions	1,620	100	49.78	25.31	20.68	3.82
Standard error			2.57	2.22	2.94	1.16
Two-year institutions	263	100	31.57	47.70	11.43	9.30
Standard error			6.31	5.79	2.93	3.36
Four-year, by type 3/						
Doctoral	710	100	73.55	6.88	17.44	2.14
Standard error			4.31	2.27	4.10	1.05
Public nondoctoral	490	100	46.83	18.71	26.04	8.32
Standard error			6.23	3.34	6.26	2.44
Private nondoctoral	420	100	34.14	31.27	30.41	4.18
Standard error			5.18	6.41	4.98	1.80
Four-year, by area 4/						
Professional	450	100	55.65	31.42	10.88	3.05
Standard error			5.73	2.98	4.65	1.66
Arts & sciences	1,048	100	48.58	27.71	21.20	4.52
Standard error			2.28	3.09	3.57	1.60
Other	124	100	373.08	26.21	22.42	2.29
Standard error			6.94	6.27	5.56	1.58
Four-year, by type & area						
Doctoral						
Professional	178	100	71.01	6.66	21.11	1.01
Standard error			9.09	3.28	9.37	1.16
Arts & sciences	472	100	74.86	8.45	15.56	3.14
Standard error			3.62	1.72	3.75	1.79
Other	59	100	77.57	9.27	11.51	1.65
Standard error			8.15	7.71	4.20	1.52
Public nondoctoral						
Professional	148	100	48.90	23.82	17.84	7.34
Standard error			8.67	7.51	6.66	3.73
Arts & sciences	302	100	49.82	14.24	30.17	5.67
Standard error			6.53	3.41	6.23	3.14
Other	40	100	56.28	19.90	17.14	6.60
Standard error			16.31	17.79	8.51	4.99
Private nondoctoral						
Professional	123	100	30.63	46.81	19.22	3.34
Standard error			9.24	8.85	5.11	2.79
Arts & sciences	272	100	23.35	59.30	18.23	5.11
Standard error			3.50	6.85	6.40	2.72
Other	25	100	14.55	48.08	37.37	0.00
Standard error			16.37	24.74	17.29	0.00

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.7--Percentage distribution of departments regarding level of primary decision-making authority to grant tenure to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with tenure systems (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,258	100	20.36	47.63	19.19	12.86
Standard error			1.12	1.67	1.53	1.10
Four-year institutions	2,062	100	22.41	46.44	18.25	12.90
Standard error			1.32	1.78	1.42	1.21
Two-year institutions	196	100	12.44	52.85	23.14	11.58
Standard error			2.90	4.31	5.68	2.06
Four-year, by type 3/						
Doctoral	646	100	34.36	30.00	23.66	11.97
Standard error			2.81	2.35	2.15	1.70
Public nondoctoral	803	100	26.67	43.64	15.79	13.90
Standard error			2.99	3.51	1.37	1.94
Private nondoctoral	513	100	9.17	63.05	14.86	13.93
Standard error			1.68	3.37	3.16	2.32
Four-year, by area 4/						
Professional	588	100	17.86	46.68	21.17	13.08
Standard error			2.27	3.37	2.49	2.01
Arts & sciences	1,348	100	24.33	46.07	16.85	12.76
Standard error			1.55	1.72	1.72	1.17
Other	148	100	25.34	43.72	17.58	13.16
Standard error			4.28	5.41	4.86	3.07
Four-year, by type & area						
Doctoral						
Professional	344	100	24.91	39.31	26.72	9.07
Standard error			4.49	5.14	4.00	2.15
Arts & sciences	628	100	40.11	24.15	23.64	12.10
Standard error			3.03	2.62	2.47	2.71
Other	74	100	41.48	32.83	12.11	13.57
Standard error			8.67	8.21	5.16	4.93
Public nondoctoral						
Professional	181	100	15.60	49.97	17.52	16.92
Standard error			3.62	6.84	3.57	4.35
Arts & sciences	573	100	31.36	41.64	13.76	13.25
Standard error			3.65	3.03	2.19	2.65
Other	49	100	36.16	34.89	20.62	8.33
Standard error			8.62	11.33	8.27	4.66
Private nondoctoral						
Professional	141	100	7.40	61.19	15.38	15.83
Standard error			2.58	4.67	6.43	3.65
Arts & sciences	347	100	9.27	63.85	13.82	12.93
Standard error			2.31	4.35	3.08	2.17
Other	25	100	3.32	60.82	20.30	16.56
Standard error			3.13	15.77	15.07	11.77

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.6--Percentage distribution of departments regarding level of primary decision-making authority to deny tenure to full-time instructional faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with tenure systems (unweighted)		Level at which decision is made most often			
			Department	Institution	College or school 1/	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,258	100	22.30	47.50	18.36	11.84
Standard error			1.17	1.52	1.04	1.12
Four-year institutions	2,062	100	23.79	46.16	17.76	12.30
Standard error			1.39	1.66	1.60	1.19
Two-year institutions	196	100	15.46	53.67	21.10	9.77
Standard error			3.21	4.09	3.66	1.99
Four-year, by type 3/						
Doctoral	948	100	37.32	29.02	33.08	10.58
Standard error			2.77	2.44	2.03	1.49
Public nondoctoral	603	100	27.61	43.71	15.84	12.83
Standard error			2.71	2.97	1.46	1.88
Private nondoctoral	513	100	8.32	84.03	14.08	13.55
Standard error			1.58	3.57	3.23	2.23
Four-year, by area 4/						
Professional	586	100	18.35	46.94	22.00	12.72
Standard error			2.09	2.39	2.10	1.06
Arts & sciences	1,348	100	26.25	46.60	14.98	12.17
Standard error			1.91	1.94	1.96	1.15
Other	148	100	25.85	41.38	20.98	11.79
Standard error			4.63	5.16	4.77	5.23
Four-year, by type & area						
Doctoral						
Professional	244	100	38.08	38.83	26.17	8.93
Standard error			4.04	3.74	3.58	2.00
Arts & sciences	628	100	43.08	23.67	21.84	11.60
Standard error			2.94	3.37	2.20	2.47
Other	74	100	43.63	26.12	18.52	11.73
Standard error			8.67	7.57	8.40	8.02
Public nondoctoral						
Professional	181	100	13.62	49.73	20.21	16.44
Standard error			2.81	8.02	3.24	3.94
Arts & sciences	373	100	34.58	42.20	11.10	12.12
Standard error			3.55	2.80	1.83	2.95
Other	49	100	34.68	33.52	26.04	5.76
Standard error			8.58	10.13	8.37	3.76
Private nondoctoral						
Professional	141	100	6.65	61.45	16.72	15.18
Standard error			2.75	3.85	5.48	3.84
Arts & sciences	347	100	9.72	85.10	12.49	12.80
Standard error			2.13	4.58	3.98	2.12
Other	25	100	2.32	81.78	19.34	16.56
Standard error			3.13	15.34	14.70	11.77

1/Within a larger institution (e.g., college or school of education).

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Factor 1/					
		A Teaching quality	B Highest degree	C Program needs	D Fit with dept/inst	E Fit with students	F Academic record
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	74.89	69.59	67.71	61.81	46.73	42.91
Standard error		0.89	1.30	1.29	1.73	1.84	1.85
Four-year institutions	2,085	69.82	79.68	70.61	60.82	43.24	47.41
Standard error		1.19	1.24	1.22	1.83	2.12	1.48
Two-year institutions	305	89.57	38.93	58.85	84.53	57.38	29.16
Standard error		2.29	2.74	3.45	4.10	3.79	3.92
Four-year, by type 3/							
Doctoral	940	45.41	78.13	67.88	33.04	21.84	43.85
Standard error		1.92	2.51	2.28	2.47	1.93	1.87
Public nondoctoral	807	79.49	84.93	78.50	56.58	49.79	42.59
Standard error		3.23	1.71	3.21	2.31	2.90	2.78
Private nondoctoral	538	85.07	77.44	69.10	70.72	61.75	53.70
Standard error		2.50	2.47	2.03	3.49	3.83	2.15
Four-year, by area 4/							
Professional	581	80.33	74.40	73.04	63.58	38.78	41.83
Standard error		2.66	2.24	3.39	3.23	2.78	2.48
Arts & sciences	1,384	74.69	82.14	69.24	56.99	44.80	50.38
Standard error		1.82	1.15	1.33	1.79	2.30	1.94
Other	150	70.78	81.02	71.06	74.59	47.69	47.35
Standard error		4.82	3.88	5.33	5.95	7.21	5.86
Four-year, by type & area							
Doctoral							
Professional	248	35.27	67.39	70.03	30.25	21.11	36.03
Standard error		4.16	4.91	5.40	5.44	5.57	3.67
Arts & sciences	620	53.67	84.45	68.12	45.84	22.23	45.76
Standard error		2.70	2.68	2.21	2.61	1.80	2.41
Other	74	42.68	88.14	68.17	70.16	23.75	56.87
Standard error		7.38	5.29	8.48	8.17	6.61	8.02
Public nondoctoral							
Professional	183	76.08	86.76	78.19	56.96	41.20	42.56
Standard error		3.75	4.01	4.10	6.02	5.69	5.39
Arts & sciences	375	81.70	84.61	74.84	51.93	41.11	43.61
Standard error		3.18	2.24	3.09	2.82	3.11	2.75
Other	40	78.41	80.02	79.73	78.02	62.72	36.69
Standard error		8.31	8.26	7.95	8.40	11.36	7.31
Private nondoctoral							
Professional	152	83.83	72.98	72.63	78.46	63.68	47.02
Standard error		3.91	4.31	4.23	4.87	5.81	5.30
Arts & sciences	360	85.01	79.16	68.32	67.32	61.92	57.03
Standard error		3.36	3.41	2.77	3.49	3.93	3.52
Other	37	89.29	75.94	67.53	73.85	56.84	46.68
Standard error		8.12	8.73	13.69	8.07	11.68	13.60

(continues)

1/Factors listed in descending order of overall importance. A = quality of teaching; B = highest degree; C = programmatic needs; D = fit with this department or institution; E = fit with student body; F = academic record.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: Arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--continued

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Factor 1/ G Teaching exper	H Affirm action	I Job exper	J Research quality	K Prof reput	L Qual of pubs
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	35.44	34.25	33.48	28.16	25.95	23.70
Standard error		1.28	1.24	1.24	1.01	1.31	0.75
Four-year institutions	2,095	29.61	32.90	25.42	30.95	24.12	30.70
Standard error		1.18	1.08	1.27	1.08	1.09	1.04
Two-year institutions	305	56.34	38.78	58.10	1.29	31.56	2.30
Standard error		3.88	3.52	3.85	0.87	4.31	1.06
Four-year, by type 3/							
Doctoral	949	15.97	34.02	21.24	72.71	34.23	61.46
Standard error		1.33	1.98	2.60	2.59	2.12	2.85
Public nondoctoral	607	39.19	39.84	30.04	21.43	20.61	18.40
Standard error		2.45	2.67	2.10	3.10	2.85	2.23
Private nondoctoral	539	32.62	27.37	26.08	15.56	17.49	11.62
Standard error		2.08	3.47	2.88	2.28	2.22	1.67
Four-year, by area 4/							
Professional	581	31.28	31.62	34.85	37.54	25.85	30.53
Standard error		2.72	3.32	2.75	2.66	2.34	2.76
Arts & sciences	1,364	25.79	34.05	18.02	38.08	22.76	31.77
Standard error		1.59	1.82	1.28	2.06	1.81	1.84
Other	150	34.19	30.41	38.05	29.15	26.19	25.43
Standard error		6.72	5.69	5.76	3.59	5.28	4.26
Four-year, by type & area							
Doctoral							
Professional	248	15.42	30.32	25.85	65.00	28.14	52.39
Standard error		2.92	4.24	5.47	5.92	5.06	6.40
Arts & sciences	629	15.80	37.73	18.89	78.30	38.25	68.72
Standard error		1.99	2.68	2.90	2.18	2.91	1.98
Other	74	18.01	29.71	25.30	74.46	37.60	60.06
Standard error		5.80	7.05	5.54	6.05	8.97	7.86
Public nondoctoral							
Professional	183	45.17	41.11	42.01	19.27	26.84	16.51
Standard error		4.58	4.34	3.13	4.48	4.63	3.72
Arts & sciences	375	33.49	36.79	18.01	23.42	13.35	18.87
Standard error		3.06	3.03	2.44	3.17	2.84	2.60
Other	49	48.10	50.82	52.85	18.17	37.34	21.69
Standard error		9.30	9.49	8.65	5.53	9.34	6.02
Private nondoctoral							
Professional	152	44.71	24.15	42.14	12.81	21.63	10.32
Standard error		6.40	6.48	4.77	3.98	3.53	3.84
Arts & sciences	380	28.33	30.10	18.79	19.02	17.45	13.95
Standard error		1.89	3.89	2.16	3.32	3.56	2.45
Other	27	36.35	17.15	38.32	0.00	9.43	0.00
Standard error		13.65	8.11	14.42	0.00	5.59	0.00

(continues)

1/Factors listed in descending order of overall importance. G = extent of teaching experience; H = affirmative action or equal employment opportunity considerations; I = related job experience; J= quality of research; K = reputation in their professional field; L = quality of publications.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

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Table B.3.9--Percentage of department chairs rating factors very important in hiring full-time entry-level (tenure-track) instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Factor 1/ M Salary reqts	N Extent of research	O Inst/pgm reput	P Comm/prof service	Q Number of pubs	R Abil to get $
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	20.86	17.25	15.10	10.19	9.44	7.39
Standard error		1.28	0.75	0.65	0.07	0.50	0.51
Four-year institutions	2,095	20.13	22.62	17.36	8.65	12.52	9.63
Standard error		1.44	0.88	0.68	1.05	0.65	0.70
Two-year institutions	305	23.11	0.84	8.42	14.93	0.00	0.58
Standard error		3.00	0.82	2.04	2.59	0.00	0.32
Four-year, by type 3/							
Doctoral	849	15.27	47.73	23.82	3.48	27.67	24.31
Standard error		1.91	1.99	1.82	0.95	2.00	1.86
Public nondoctoral	807	24.69	12.57	12.55	9.98	7.11	3.38
Standard error		2.80	2.37	2.06	1.53	1.85	1.08
Private nondoctoral	539	21.42	7.03	14.82	12.33	2.70	0.77
Standard error		2.87	1.12	1.92	2.50	0.98	0.54
Four-year, by area 4/							
Professional	591	26.70	26.87	17.98	10.82	15.11	14.51
Standard error		2.78	2.91	1.95	1.42	2.62	1.80
Arts & sciences	1,384	18.91	20.80	16.65	8.68	10.86	7.12
Standard error		1.46	1.27	1.46	1.07	1.24	0.89
Other	150	19.64	21.26	20.67	13.14	14.09	9.14
Standard error		3.41	2.96	5.35	5.48	3.28	3.35
Four-year, by type & area							
Doctoral							
Professional	248	19.16	45.45	22.20	2.57	25.70	30.89
Standard error		4.15	5.18	3.89	1.06	4.93	4.17
Arts & sciences	620	11.77	48.19	24.99	2.39	27.75	19.13
Standard error		1.34	2.74	2.46	0.89	2.79	2.34
Other	74	17.85	54.38	24.26	12.57	34.96	24.86
Standard error		4.70	6.33	5.08	8.83	6.02	8.15
Public nondoctoral							
Professional	183	28.39	16.97	15.82	16.04	9.00	2.84
Standard error		3.53	4.62	3.81	3.59	2.62	0.89
Arts & sciences	575	14.30	10.24	9.87	6.19	5.36	3.60
Standard error		4.07	2.05	1.94	1.31	1.71	1.43
Other	49	24.64	10.84	20.17	10.36	9.99	3.88
Standard error		7.50	4.83	5.36	7.45	5.18	3.08
Private nondoctoral							
Professional	152	28.87	7.70	12.03	18.48	4.67	0.58
Standard error		5.73	3.34	3.18	3.44	2.58	0.65
Arts & sciences	380	21.76	7.70	15.20	9.78	2.50	0.97
Standard error		3.22	1.43	2.72	2.41	1.26	0.79
Other	27	8.43	1.61	18.11	15.48	0.00	0.00
Standard error		4.58	2.01	12.13	8.74	0.00	0.00

1/Factors listed in descending order of overall importance. M = salary requirements; N = extent of research experience; O = reputation of graduate institution/program; P = community or professional service; Q = number of publications; R = candidate's ability to obtain outside funding.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

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Table B.3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Factor 1/ A Teaching quality	B Program needs	C Teaching exper	D Fit with dept/inst	E Fit with students	F Job exper
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	82.24	86.94	54.52	50.48	48.25	41.22
Standard error		1.93	1.98	2.28	2.84	1.99	1.50
Four-year institutions	1,680	83.84	88.84	55.98	50.25	42.13	38.81
Standard error		1.84	2.13	2.33	2.09	2.08	1.48
Two-year institutions	203	80.53	81.82	50.63	51.09	57.18	53.45
Standard error		3.16	4.35	4.70	5.27	4.13	4.30
Four-year, by type 3/							
Doctoral	710	73.77	80.02	51.90	48.33	36.67	34.23
Standard error		2.49	2.22	2.45	2.83	2.32	2.38
Public nondoctoral	490	80.03	72.85	58.42	48.74	39.32	34.03
Standard error		2.58	2.29	2.94	2.68	2.14	2.02
Private nondoctoral	420	90.88	85.85	59.53	61.24	57.24	40.49
Standard error		2.47	2.31	2.28	2.58	4.22	2.04
Four-year, by area 4/							
Professional	450	79.47	74.19	54.89	53.51	41.27	48.88
Standard error		3.06	2.79	3.63	3.29	3.11	3.30
Arts & sciences	1,048	83.32	86.44	57.13	45.42	40.85	38.39
Standard error		2.03	2.44	2.48	2.79	2.60	1.70
Other	184	89.63	87.08	53.84	64.62	373.62	52.27
Standard error		2.23	4.69	8.63	5.07	8.23	8.71
Four-year, by type & area							
Doctoral							
Professional	170	72.42	73.57	44.64	373.07	25.52	37.08
Standard error		6.94	6.31	7.88	8.07	6.07	6.05
Arts & sciences	472	77.22	87.08	55.83	31.82	28.08	30.53
Standard error		3.03	3.71	2.68	2.81	1.78	3.48
Other	58	80.10	83.09	52.76	55.30	34.28	44.26
Standard error		8.21	5.71	8.47	8.03	8.41	8.24
Public nondoctoral							
Professional	148	78.94	72.80	58.09	45.91	41.00	53.13
Standard error		4.08	6.[illegible]	4.74	5.98	8.57	4.11
Arts & sciences	302	82.72	71.[illegible]	55.34	43.21	38.92	17.92
Standard error		3.47	3.35	5.30	3.58	3.02	2.82
Other	40	81.70	79.34	51.58	84.81	47.18	55.21
Standard error		8.81	8.82	10.36	5.54	8.57	11.37
Private nondoctoral							
Professional	123	91.66	78.45	82.82	87.43	82.92	83.89
Standard error		3.05	3.88	3.05	4.42	5.85	4.88
Arts & sciences	272	88.20	83.08	59.19	58.93	54.48	28.87
Standard error		3.42	4.04	4.23	5.18	5.73	5.80
Other	25	100.00	61.92	55.84	79.28	60.42	33.14
Standard error		0.00	13.81	15.22	11.47	8.47	16.57

(continues)

1/Factors listed in descending order of overall importance. A = quality of teaching; B = programmatic needs; C = extent of teaching experience; D = fit with this department or institution; E = fit with student body; F = related job experience.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious [illegible], and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health science departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--continued

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Factor 1/					
		G Highest degree	H Prof reput	I Academic record	J Affirm action	K Salary reqts	L Inst/pgm reput
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	39.71	27.99	27.55	25.35	15.85	8.46
Standard error		1.27	1.68	1.64	1.21	1.10	0.75
Four-year institutions	1,620	42.73	28.95	27.18	24.08	16.65	9.54
Standard error		1.46	1.58	1.84	1.25	1.28	0.77
Two-year institutions	263	31.69	33.39	28.53	28.74	13.74	5.58
Standard error		3.92	4.32	4.55	3.46	2.12	1.94
Four-year, by type 3/							
Doctoral	710	45.94	30.23	25.19	24.50	14.92	7.92
Standard error		2.67	2.69	2.60	2.23	2.15	1.35
Public nondoctoral	490	42.54	20.42	26.51	26.11	15.93	8.22
Standard error		2.28	2.32	3.23	2.93	2.31	1.86
Private nondoctoral	420	40.12	26.26	29.36	22.26	18.65	11.87
Standard error		3.07	3.05	2.82	3.56	2.21	1.32
Four-year, by area 4/							
Professional	450	47.44	39.19	24.11	24.05	20.26	9.91
Standard error		3.14	3.46	2.77	2.62	2.34	1.81
Arts & sciences	1,046	43.59	18.59	30.02	24.86	16.49	8.47
Standard error		2.56	1.30	2.47	1.89	1.58	1.27
Other	124	27.09	28.18	21.34	20.43	8.55	13.69
Standard error		5.16	9.27	3.73	6.64	1.52	5.08
Four-year, by type & area							
Doctoral							
Professional	178	45.01	42.93	19.18	18.58	14.37	11.19
Standard error		6.45	5.27	4.03	4.07	4.59	3.36
Arts & sciences	472	49.25	23.08	30.14	30.39	14.39	5.86
Standard error		3.37	3.14	4.01	2.41	1.83	1.38
Other	59	31.08	22.95	19.98	13.72	19.89	7.24
Standard error		8.34	8.49	5.83	4.25	6.93	4.71
Public nondoctoral							
Professional	148	52.36	30.40	25.64	28.80	20.84	12.03
Standard error		4.43	3.91	6.28	5.24	4.70	3.07
Arts & sciences	302	39.92	11.78	27.62	22.69	14.52	5.61
Standard error		3.05	2.15	3.05	2.79	3.11	1.93
Other	40	27.70	32.25	23.87	34.17	8.98	9.66
Standard error		7.50	9.78	6.75	9.49	3.73	3.29
Private nondoctoral							
Professional	123	45.63	43.27	29.21	26.58	27.65	5.95
Standard error		4.72	7.10	5.56	6.58	4.54	2.75
Arts & sciences	272	41.72	19.53	31.43	22.13	19.27	12.17
Standard error		3.89	3.09	4.40	4.08	3.43	2.33
Other	25	24.43	28.78	20.58	16.02	1.71	19.88
Standard error		11.91	13.40	8.11	9.05	1.36	10.75

(continues)

1/Factors listed in descending order of overall importance. G = highest degree; H = reputation in their professional field; I = academic record; J = affirmative action or equal employment opportunity considerations; K = salary requirements; L = reputation of graduate institution/ program.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.10--Percentage of department chairs rating factors very important in hiring part-time instructional faculty, by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Factor 1/					
		M Comm/prof service	N Research quality	O Quality of pubs	P Research exper	Q Number of pubs	R Abil to get $
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	7.19	5.33	5.21	3.71	1.52	0.64
Standard error		0.69	0.90	0.79	0.82	0.44	0.25
Four-year institutions	1,620	7.11	6.40	6.40	4.76	2.09	0.88
Standard error		0.87	1.09	0.94	1.07	0.58	0.34
Two-year institutions	263	7.30	2.47	2.07	0.94	0.00	0.00
Standard error		1.66	1.26	1.15	0.69	0.00	0.00
Four-year, by type 3/							
Doctoral	710	5.03	12.57	13.44	8.75	4.66	1.38
Standard error		1.59	2.69	2.86	2.38	1.41	0.57
Public nondoctoral	490	8.63	2.84	3.12	1.78	0.77	0.73
Standard error		1.19	0.88	0.93	0.54	0.46	0.78
Private nondoctoral	420	9.25	3.67	2.71	3.48	0.82	0.57
Standard error		1.50	1.16	0.82	1.55	0.37	0.32
Four-year, by area 4/							
Professional	450	10.34	5.36	5.89	4.20	2.99	0.70
Standard error		1.88	2.33	2.47	1.80	1.39	0.41
Arts & sciences	1,046	5.66	8.10	7.84	6.01	2.02	0.97
Standard error		1.09	1.48	1.19	1.37	0.57	0.46
Other	124	6.04	0.09	0.84	0.24	0.19	0.87
Standard error		2.90	0.83	0.52	0.39	0.16	0.84
Four-year, by type & area							
Doctoral							
Professional	178	4.93	9.22	10.36	7.57	5.35	0.39
Standard error		3.53	5.57	5.81	4.47	2.90	0.40
Arts & sciences	472	5.20	16.40	17.65	10.94	4.91	1.66
Standard error		1.69	2.62	2.59	2.43	1.55	0.88
Other	59	4.39	3.72	1.39	0.91	0.71	3.29
Standard error		3.35	3.33	1.45	1.51	0.60	3.12
Public nondoctoral							
Professional	148	8.53	2.24	2.61	2.24	1.52	0.41
Standard error		2.86	1.32	1.36	1.32	1.22	0.41
Arts & sciences	302	4.45	3.84	3.74	1.89	0.50	1.08
Standard error		1.90	1.47	1.72	0.71	0.38	1.24
Other	40	11.28	0.00	1.70	0.00	0.00	0.00
Standard error		6.97	0.00	2.07	0.00	0.00	0.00
Private nondoctoral							
Professional	123	10.57	3.36	3.24	1.84	1.34	1.42
Standard error		4.55	1.60	1.56	1.36	1.33	0.94
Arts & sciences	272	6.75	4.63	3.15	4.95	0.83	0.38
Standard error		2.14	1.62	1.34	1.99	0.51	0.40
Other	25	3.83	0.00	0.00	0.00	0.00	0.00
Standard error		4.23	0.00	0.00	0.00	0.00	0.00

1/Factors listed in descending order of overall importance. M = community or professional service; N = quality of research; O = quality of publications; P = extent of research experience; Q = number of publications; R = candidate's ability to obtain outside funding.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.11--Percentage of department chairs rating factors very important in granting tenure, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with tenure systems (unweighted)	Factor 1/ A Teaching quality	B Highest degree	C Fit with dept/inst	D Instit'l act's/svc	E Research quality	F Qual of pubs	G Fit with students
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,258	86.91	63.98	40.66	36.62	36.34	33.40	32.97
Standard error		0.93	1.48	2.20	2.10	1.17	1.40	1.81
Four-year institutions	2,062	84.17	72.44	40.65	35.67	44.54	40.15	31.84
Standard error		1.03	1.40	2.03	2.08	0.96	1.20	1.91
Two-year institutions	196	98.54	28.05	40.74	40.66	1.52	4.73	37.77
Standard error		0.68	5.10	5.09	5.42	0.80	1.79	5.45
Four-year, by type 3/								
Doctoral	948	87.55	86.25	27.67	14.92	83.74	78.71	14.58
Standard error		2.08	2.71	1.56	1.73	1.60	2.52	1.65
Public nondoctoral	603	90.28	76.57	36.65	37.65	23.85	21.52	30.78
Standard error		2.33	1.91	2.95	2.77	3.47	3.54	3.15
Private nondoctoral	513	95.52	75.38	55.58	53.72	22.21	18.85	48.75
Standard error		1.32	2.63	3.97	4.96	2.52	2.80	4.11
Four-year, by area 4/								
Professional	566	78.81	65.79	39.84	36.09	49.82	43.27	29.66
Standard error		2.29	3.24	2.63	2.00	2.03	2.30	2.39
Arts & sciences	1,348	87.59	76.69	40.86	34.16	43.70	38.71	34.02
Standard error		1.02	1.97	2.67	3.01	1.68	1.85	2.69
Other	148	77.68	67.92	41.80	42.69	33.91	39.22	25.92
Standard error		3.57	4.98	6.11	4.88	4.68	6.75	
Four-year, by type & area								
Doctoral								
Professional	244	65.57	59.44	30.11	16.68	83.10	72.53	14.97
Standard error		4.12	4.81	3.29	3.15	2.72	5.04	3.30
Arts & sciences	626	70.77	71.73	25.21	13.50	86.17	80.68	13.49
Standard error		2.65	3.37	2.71	2.05	2.00	2.79	1.75
Other	74	58.83	64.62	30.76	15.35	73.89	72.67	18.58
Standard error		6.35	6.43	6.56	5.41	6.77	8.07	6.19
Public nondoctoral								
Professional	181	88.96	74.09	38.06	46.32	25.14	20.68	31.61
Standard error		4.17	5.15	4.30	4.01	5.73	4.47	4.77
Arts & sciences	373	90.41	78.56	34.15	30.38	25.30	21.08	29.21
Standard error		2.04	2.65	3.08	3.28	3.25	4.10	3.35
Other	49	93.36	74.18	44.64	47.58	13.11	26.13	35.98
Standard error		4.81	10.00	10.35	5.92	5.42	6.95	10.69
Private nondoctoral								
Professional	141	94.38	67.64	58.66	58.43	19.41	17.50	52.96
Standard error		2.72	5.60	5.61	5.86	4.90	3.75	5.65
Arts & sciences	347	97.70	79.10	55.48	50.63	24.44	19.35	50.97
Standard error		0.82	3.34	5.18	5.55	3.72	3.49	4.67
Other	25	83.02	66.13	373.89	64.96	12.84	18.22	24.91
Standard error		10.46	9.65	11.93	10.23	10.03	10.96	12.47

(continues)

1/Factors listed in descending order of overall importance. A = quality of teaching; B = highest degree; C = fit with this department or institution; D = institutional activities or service; E = quality of research; F = quality of publications; G = fit with student body.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.11--Percentage of department chairs rating factors very important in granting tenure, by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with tenure systems (unweighted)	Factor 1/ H Prof reput	I Number of pubs	J Affirm action	K Comm/prof service	L Abil to get $	M Inst/pgm reput
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,258	30.24	22.76	19.46	18.87	8.15	4.55
Standard error		1.02	1.72	1.11	1.72	0.88	0.66
Four-year institutions	2,062	32.28	28.06	20.08	18.09	10.02	4.92
Standard error		0.99	1.92	1.06	1.98	1.07	0.73
Two-year institutions	196	21.57	0.28	16.83	20.15	0.24	2.99
Standard error		3.08	0.29	3.72	3.11	0.27	1.82
Four-year, by type 3/							
Doctoral	946	55.63	55.82	20.28	9.78	25.33	4.79
Standard error		2.43	3.32	1.95	1.36	2.85	0.93
Public nondoctoral	603	20.38	16.47	25.38	19.84	3.16	3.80
Standard error		3.02	2.76	2.28	2.51	1.09	1.18
Private nondoctoral	513	18.68	10.10	16.21	19.42	0.43	5.81
Standard error		1.68	2.58	2.32	4.14	0.38	1.63
Four-year, by area 4/							
Professional	566	35.88	34.83	18.75	20.78	17.14	4.54
Standard error		2.93	3.36	1.89	2.55	2.38	1.32
Arts & sciences	1,348	30.83	23.42	20.68	12.75	6.76	4.48
Standard error		1.01	1.76	1.26	2.32	0.75	0.54
Other	148	29.99	34.43	20.58	21.31	7.62	8.49
Standard error		3.94	5.54	4.55	5.11	2.42	3.84
Four-year, by type & area							
Doctoral							
Professional	244	47.41	55.49	17.12	11.42	35.10	3.92
Standard error		6.40	6.18	3.30	2.80	5.42	2.43
Arts & sciences	628	61.29	53.45	22.29	7.04	19.11	5.37
Standard error		2.39	2.82	2.48	1.12	2.00	0.77
Other	74	58.53	69.07	22.26	17.13	19.43	5.20
Standard error		8.92	8.04	5.74	9.40	5.01	2.93
Public nondoctoral							
Professional	181	25.76	18.71	22.71	25.47	2.61	3.36
Standard error		5.26	3.60	3.47	4.35	1.47	1.61
Arts & sciences	373	16.17	15.55	24.97	14.92	3.48	2.78
Standard error		3.38	3.12	3.04	2.30	1.07	1.06
Other	49	25.03	14.44	35.14	31.65	3.27	10.13
Standard error		9.01	5.97	5.30	8.39	2.99	5.02
Private nondoctoral							
Professional	141	27.04	16.83	17.21	31.75	2.06	6.90
Standard error		4.13	6.26	4.40	6.27	1.72	2.84
Arts & sciences	347	17.62	6.94	17.17	16.01	0.00	4.83
Standard error		1.67	2.29	2.74	4.76	0.00	1.32
Other	25	7.19	17.72	7.62	17.12	0.00	10.28
Standard error		4.96	10.04	4.48	7.00	0.00	9.27

1/Factors listed in descending order of overall importance. H = reputation in their professional field; I = number of publications; J = affirmative action or equal employment opportunity considerations; K = community or professional service; L = candidate's ability to obtain outside funding; M = reputation of graduate institution/program.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.12--Percentage of department chairs rating factors very important in retaining part-time faculty, by factor, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Factor 1/ A Teaching quality	B Program needs	C Fit with dept/inst	D Fit with students	E Highest degree	F Prof reput	G Affirm action
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	95.00	70.12	56.63	52.71	30.09	23.80	21.11
Standard error		1.03	2.04	2.93	2.26	1.37	0.98	1.12
Four-year institutions	1,620	95.10	71.81	56.81	50.17	34.98	23.43	21.31
Standard error		0.93	1.58	2.30	2.34	1.69	1.44	1.11
Two-year institutions	263	94.73	65.85	56.17	59.44	17.14	24.78	20.58
Standard error		2.55	4.55	5.57	4.30	2.26	3.80	3.08
Four-year, by type 3/								
Doctoral	710	93.41	69.77	46.25	33.00	33.88	27.27	21.31
Standard error		1.76	3.10	3.59	2.65	2.80	2.38	1.97
Public nondoctoral	490	97.04	70.89	53.59	49.24	35.52	19.06	21.97
Standard error		0.92	3.04	3.03	2.72	3.81	1.93	2.92
Private nondoctoral	420	95.17	67.76	68.14	64.75	35.54	23.26	20.83
Standard error		2.01	3.09	3.86	4.51	2.38	2.54	2.88
Four-year, by area 4/								
Professional	450	95.13	72.96	58.50	49.31	38.35	34.58	22.67
Standard error		2.04	2.91	3.93	2.80	3.38	2.72	1.99
Arts & sciences	1,046	95.86	72.07	52.88	48.75	35.31	17.11	21.22
Standard error		0.84	1.55	2.52	2.94	2.06	1.42	1.66
Other	124	90.99	67.74	71.16	58.02	25.15	25.81	18.37
Standard error		4.90	5.38	4.93	5.45	5.13	9.52	5.67
Four year, by type & area								
Doctoral								
Professional	178	91.62	64.27	50.86	34.42	31.06	39.75	18.23
Standard error		5.11	7.30	9.17	6.74	5.23	47.49	3.42
Arts & sciences	472	94.01	74.90	40.27	32.88	36.94	19.20	25.22
Standard error		1.43	3.10	3.07	2.30	3.58	3.16	2.63
Other	59	96.68	61.21	62.42	37.62	27.35	25.93	10.97
Standard error		2.63	8.52	10.23	9.29	9.66	7.81	3.19
Public nondoctoral								
Professional	148	97.97	80.11	53.80	50.19	44.02	20.38	25.24
Standard error		0.83	6.24	6.80	5.86	6.23	3.67	5.41
Arts & sciences	302	96.73	70.50	373.85	45.59	32.10	11.41	18.36
Standard error		1.16	2.71	2.97	3.04	4.24	2.68	2.94
Other	40	95.88	81.04	89.90	63.13	27.83	25.52	29.34
Standard error		3.98	5.20	6.64	8.48	7.98	9.99	9.65
Private nondoctoral								
Professional	123	96.93	77.33	73.74	68.61	42.36	32.97	26.03
Standard error		1.02	4.94	5.33	7.04	2.46	5.62	6.29
Arts & sciences	272	96.93	65.28	64.08	62.44	36.11	19.14	20.06
Standard error		1.58	3.16	4.98	5.78	4.01	2.54	3.02
Other	25	84.74	63.47	76.99	68.71	22.26	25.93	16.02
Standard error		11.98	13.77	9.02	11.88	9.01	15.22	9.05

(continues)

1/Factors listed in descending order of overall importance. A = quality of teaching; B = programmatic needs; C = fit with this department or institution; D = fit with student body; E = highest degree; F = reputation in their professional field; G = affirmative action or equal employment opportunity considerations.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

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Table B.3.12--Percentage of department chairs rating factors very important in retaining part-time faculty by factor, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Factor 1/ H Instit'l act's/svc	I Comm/prof service	J Research quality	K Inst/pgm reput	L Qual of pubs	M Number of pubs
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	11.85	7.09	7.73	5.65	4.77	1.49
Standard error		0.78	0.53	0.85	0.55	0.82	0.48
Four-year institutions	1,620	11.09	7.69	9.53	6.11	5.96	2.05
Standard error		1.05	0.75	0.92	0.82	0.91	0.66
Two-year institutions	263	13.85	6.78	2.98	4.42	1.61	0.00
Standard error		2.42	1.40	1.38	1.86	1.05	0.00
Four-year, by type 3/							
Doctoral	710	9.44	5.33	13.26	4.77	12.56	5.51
Standard error		1.43	1.25	2.54	1.17	2.57	1.89
Public nondoctoral	490	8.04	5.42	5.67	4.87	2.21	0.35
Standard error		1.47	1.05	1.16	1.09	1.01	0.34
Private nondoctoral	420	14.70	11.33	9.10	8.07	3.01	0.29
Standard error		1.87	1.55	1.50	1.64	1.11	0.22
Four-year, by area 4/							
Professional	450	14.85	11.32	6.28	5.38	4.61	2.47
Standard error		2.47	2.03	2.21	1.29	2.14	1.71
Arts & sciences	1,046	9.68	5.86	11.21	6.12	7.70	2.07
Standard error		1.08	0.03	0.60	0.98	0.46	0.68
Other	124	8.55	7.41	9.58	7.85	1.12	0.87
Standard error		3.95	4.01	5.22	4.18	0.85	0.84
Four-year, by type & area							
Doctoral							
Professional	179	14.50	10.87	11.12	3.43	9.75	8.19
Standard error		3.83	3.78	5.56	1.94	5.67	4.51
Arts & sciences	472	7.12	1.84	16.10	5.71	15.94	5.46
Standard error		1.36	0.73	3.35	1.48	2.96	1.71
Other	59	3.53	4.24	5.42	4.43	4.20	3.29
Standard error		1.90	2.33	4.28	3.63	3.28	3.12
Public nondoctoral							
Professional	148	12.50	7.36	2.80	7.79	1.19	0.00
Standard error		3.18	2.38	1.44	2.58	0.72	0.00
Arts & sciences	302	8.38	4.61	8.35	3 12	3.31	0.65
Standard error		1.38	1.53	2.45	0.73	1.71	0.61
Other	40	3.35	3.83	1.38	5.67	0.00	0.00
Standard error		2.39	3.66	0.94	3.14	0.00	0.00
Private nondoctoral							
Professional	123	17.79	16.07	3.32	5.52	1.20	0.00
Standard error		4.97	3.84	1.30	2.60	0.74	0.00
Arts & sciences	272	13.62	9.60	9.39	8.29	4.35	0.46
Standard error		2.02	2.07	2.97	2.10	1.69	0.37
Other	25	14.61	11.40	16.95	11.15	0.00	0.00
Standard error		9.52	9.21	12.40	8.88	0.00	0.00

1/Factors listed in descending order of overall importance. H = institutional activities or service; I = community or professional service; J = quality of research; K = reputation of graduate institution/program; L = quality of publications; M = number of publications.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education, except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, theology, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.1--Percentage of department chairs using indicated methods to assess teaching performance of full-time faculty by method, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Method 1/ A Student evals	B Dept chr evals	C Peer evals	D Self evals	E Dean evals	F Other student measures
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	98.64	83.61	53.03	47.22	40.03	14.41
Standard error		1.36	1.30	2.75	2.34	1.70	1.08
Four-year institutions	2,095	98.21	82.36	53.88	43.03	36.85	14.98
Standard error		0.58	1.59	2.77	2.08	1.58	1.03
Two-year institutions	305	91.84	87.44	50.42	60.04	49.76	12.69
Standard error		4.95	3.06	5.53	4.02	4.30	2.90
Four-year by type 3/							
Doctoral	949	98.29	77.96	52.10	25.16	15.31	14.70
Standard error		0.94	1.84	3.13	2.82	1.68	1.69
Public nondoctoral	807	98.66	84.53	63.04	42.89	37.05	13.02
Standard error		0.67	2.74	3.10	4.31	3.78	1.37
Private nondoctoral	539	97.86	84.81	49.45	58.90	55.73	16.50
Standard error		1.24	2.71	5.93	4.09	3.56	2.66
Four-year by area 4/							
Professional	581	98.68	87.33	48.41	43.74	33.07	13.46
Standard error		0.84	1.29	4.14	2.96	2.65	2.16
Arts & sciences	1,364	97.70	79.07	57.47	43.13	36.94	16.44
Standard error		0.98	1.91	2.65	2.59	2.30	1.37
Other	150	99.67	85.82	50.19	40.47	47.28	11.44
Standard error		0.30	3.82	6.72	4.89	6.85	3.58
Four-year by type & area							
Doctoral							
Professional	246	98.69	87.84	47.98	31.91	17.77	14.78
Standard error		1.68	2.71	6.77	6.50	3.52	4.49
Arts & sciences	629	97.64	70.65	55.95	19.07	12.19	15.35
Standard error		1.03	2.21	2.32	2.04	1.85	2.12
Other	74	100.00	76.50	48.60	29.67	21.51	11.14
Standard error		0.00	7.69	8.51	7.11	5.48	4.82
Public nondoctoral							
Professional	183	97.81	87.67	54.44	46.78	37.11	13.12
Standard error		1.46	3.50	5.41	5.60	6.06	2.89
Arts & sciences	375	98.90	81.28	66.18	40.30	34.62	13.15
Standard error		0.69	3.61	3.17	4.74	4.39	1.94
Other	49	100.00	90.93	73.42	43.93	48.71	12.12
Standard error		0.00	6.42	7.20	8.44	10.38	4.27
Private nondoctoral							
Professional	152	99.53	86.18	43.06	59.22	52.97	11.72
Standard error		0.48	3.33	6.74	5.60	6.26	2.73
Arts & sciences	380	97.09	83.53	53.80	60.78	54.78	18.94
Standard error		1.74	2.89	5.89	3.90	3.83	3.55
Other	27	99.17	89.88	35.76	46.84	67.12	11.22
Standard error		0.81	6.43	13.89	13.04	8.55	9.60

(continues)

1/Methods listed in descending order of overall frequency of use. A = evaluation by students; B = department/division chair evaluations; C = peer evaluations; D = self evaluation; E = dean evaluations; F = measures of student performance other than test scores, placement, or honors.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.4.1--Percentage of department chairs using indicated methods to assess teaching performance of full-time faculty by method, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Method 1/				
		G Student tests	H Student placement	I Other measures	J Materials review	K Not assessed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	11.34	8.73	0.63	0.54	0.17
Standard error		1.41	0.83	0.19	0.15	0.08
Four-year institutions	2,095	11.02	8.75	0.70	0.63	0.16
Standard error		1.49	0.85	0.23	0.22	0.08
Two-year institutions	305	9.54	8.69	0.41	0.27	0.22
Standard error		1.99	1.93	0.26	0.22	0.23
Four-year by type 3/						
Doctoral	949	13.01	11.80	0.38	0.86	0.13
Standard error		2.41	1.60	0.36	0.40	0.08
Public nondoctoral	607	9.30	7.53	1.00	0.83	0.20
Standard error		1.94	1.35	0.54	0.48	0.14
Private nondoctoral	539	12.69	8.86	0.77	0.30	0.15
Standard error		2.61	1.62	0.27	0.28	0.15
Four-year by area 4/						
Professional	581	16.09	8.42	1.12	0.30	0.11
Standard error		3.18	1.55	0.79	0.27	0.12
Arts & sciences	1,364	9.26	9.30	0.60	0.66	0.21
Standard error		1.13	1.06	0.11	0.22	0.12
Other	150	14.39	8.69	0.00	1.39	0.00
Standard error		4.51	2.22	0.00	1.06	0.00
Four-year by type & area						
Doctoral						
Professional	248	18.52	12.03	0.61	0.45	0.03
Standard error		4.62	3.00	1.17	0.59	0.11
Arts & sciences	629	8.99	12.03	0.28	1.34	0.24
Standard error		1.67	2.19	0.27	0.48	0.15
Other	74	11.87	9.70	0.00	0.00	0.00
Standard error		6.13	4.65	0.00	0.00	0.00
Public nondoctoral						
Professional	183	11.60	1.26	2.21	0.38	0.35
Standard error		2.55	0.62	1.59	0.40	0.36
Arts & sciences	375	8.62	10.73	0.47	0.98	0.14
Standard error		1.80	2.32	0.31	0.70	0.14
Other	49	15.46	10.60	0.00	1.54	0.00
Standard error		7.57	4.90	0.00	1.69	0.00
Private nondoctoral						
Professional	152	16.77	9.94	0.80	0.00	0.00
Standard error		5.07	3.98	0.92	0.00	0.00
Arts & sciences	380	10.86	6.71	0.89	0.05	0.23
Standard error		2.81	2.09	0.29	0.04	0.23
Other	27	15.70	1.61	0.00	2.41	0.00
Standard error		8.96	2.01	0.00	2.64	0.00

1/Methods listed in descending order of overall frequency of use. G = student test scores; H = student placement or honors; I = other measures; J = review of teaching materials; K = Not assessed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.4.2--Percentage of department chairs using indicated methods to assess teaching performance of part-time faculty by method, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty	Method 1/ A Student evals	B Dept chr evals	C Peer evals	D Self eval	E Dean evals	F Other student measures
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,683	93.92	79.70	35.82	26.16	21.71	12.94
Standard error		1.68	1.49	2.08	1.43	1.41	1.24
Four-year institutions	1,620	95.65	79.05	38.46	23.80	20.23	13.73
Standard error		0.65	1.92	2.24	1.43	1.44	1.28
Two-year institutions	8504	89.33	81.41	28.79	32.40	25.64	10.83
Standard error		5.81	4.13	3.84	4.29	3.37	3.03
Four-year by type 3/							
Doctoral	710	94.98	71.57	38.21	16.44	6.55	13.72
Standard error		1.38	1.78	3.83	2.62	1.57	2.27
Public nondoctoral	490	97.31	82.51	45.04	21.08	16.94	12.89
Standard error		0.83	2.58	3.29	3.15	2.02	1.65
Private nondoctoral	420	95.04	82.98	33.97	32.06	34.29	14.35
Standard error		1.04	4.01	3.92	4.04	3.00	2.30
Four-year by area 4/							
Professional	450	95.41	81.88	37.98	26.04	18.19	11.45
Standard error		1.65	2.31	4.45	2.53	1.83	2.02
Arts & sciences	1,046	95.30	76.12	39.69	21.73	19.82	14.57
Standard error		0.84	2.53	2.30	1.72	1.48	0.91
Other	124	97.89	85.97	33.89	28.00	27.14	15.40
Standard error		1.31	3.75	8.42	6.17	6.30	4.98
Four-year by type & area							
Doctoral							
Professional	179	91.84	77.86	38.49	24.10	11.78	13.45
Standard error		3.61	3.42	7.83	5.46	3.36	3.52
Arts & sciences	472	96.30	65.89	38.05	10.06	3.68	14.39
Standard error		1.56	2.24	3.04	2.01	1.39	2.69
Other	59	100.00	79.84	38.01	23.56	3.13	11.03
Standard error		0.00	7.37	14.21	7.25	3.06	8.43
Public nondoctoral							
Professional	148	97.56	83.11	44.60	20.69	18.79	12.21
Standard error		1.78	3.91	4.79	3.60	2.97	2.81
Arts & sciences	302	97.00	81.43	44.26	21.08	14.35	13.25
Standard error		1.06	3.46	4.65	3.80	2.50	2.98
Other	40	97.99	85.76	49.78	22.12	23.58	13.11
Standard error		2.29	6.91	12.02	9.10	5.24	7.04
Private nondoctoral							
Professional	123	98.30	86.05	30.40	34.25	26.25	7.94
Standard error		1.42	3.68	5.45	5.53	4.04	2.61
Arts & sciences	272	93.51	80.34	38.03	30.78	35.15	15.53
Standard error		1.50	5.27	4.62	3.86	3.03	2.15
Other	25	96.60	89.64	21.87	34.13	43.21	19.33
Standard error		2.87	6.08	10.73	14.42	14.59	1[illegible].0

(continues)

1/Methods listed in descending order of overall frequency of use. A = evaluation by students; B = department/division chair evaluations; C = peer evaluations; D = self evaluation; E = dean evaluations; F = measures of student performance other then test scores, placement, or honors.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.4.2--Percentage of department chairs using indicated methods to assess teaching performance of part-time faculty by method, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Method 1/ G Student tests	H Student placement	I Materials review	J Other measures	K Not assessed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	10.89	4.45	0.22	0.18	1.97
Standard error		1.25	0.61	0.11	0.16	0.58
Four-year institutions	1,620	11.67	5.46	0.30	0.25	1.73
Standard error		1.62	0.90	0.15	0.21	0.38
Two-year institutions	263 4	1.78	0.00	0.00	2.58	
Standard error		1.70	0.79	0.00	0.00	1.77
Four-year by type 3/						
Doctoral	710	11.71	8.74	0.42	0.28	0.86
Standard error		2.88	2.29	0.23	0.55	0.46
Public nondoctoral	490	10.30	3.65	0.57	0.26	1.11
Standard error		2.43	0.53	0.48	0.19	0.43
Private nondoctoral	420	12.60	3.96	0.00	0.21	2.93
Standard error		2.44	1.41	0.00	0.19	0.95
Four-year by area 4/						
Professional	450	16.46	8.41	0.15	0.15	1.09
Standard error		3.80	2.74	0.16	0.17	0.76
Arts & sciences	1,048	9.57	5.36	0.43	0.19	2.32
Standard error		1.16	1.08	0.28	0.14	0.66
Other	124	9.80	3.62	0.00	0.76	0.58
Standard error		3.67	1.90	0.00	1.55	0.57
Four-year by type & area						
Doctoral						
Professional	179	18.00	11.68	0.38	0.00	1.17
Standard error		6.42	6.32	0.38	0.00	1.05
Arts & sciences	472	9.05	8.13	0.52	0.00	0.82
Standard error		2.34	2.28	0.33	0.00	0.54
Other	39	3.24	1.22	0.00	2.87	0.00
Standard error		2.08	0.64	0.00	4.71	0.00
Public nondoctoral						
Professional	148	11.54	0.73	0.00	0.48	0.41
Standard error		4.02	0.59	0.00	0.55	0.48
Arts & sciences	302	9.22	4.19	1.03	0.19	1.33
Standard error		2.59	1.06	0.88	0.19	0.47
Other	40	11.77	9.13	0.00	0.00	2.01
Standard error		5.87	5.17	0.00	0.00	2.29
Private nondoctoral						
Professional	123	19.48	5.17	0.00	0.00	1.70
Standard error		8.93	2.06	0.00	0.00	1.42
Arts & sciences	272	10.18	4.04	0.00	0.33	4.04
Standard error		2.04	1.67	0.00	0.31	1.44
Other	25	12.41	1.68	0.00	0.00	0.00
Standard error		8.48	2.14	0.00	0.00	0.00

1/Methods listed in descending order of overall frequency of use. G = student test scores; H = student placement or honors; I = review of teaching materials; J = other measures; K = not assessed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of departments in which discretionary funds were used for professional development of full-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Use of funds /1 for professional development of full-time faculty				
		A Prof travel	B Confer reg fees	C Sabbatic leave	D Teaching training	E Tuition remission
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	95.56	90.76	68.44	77.22	67.57
Standard error		1.00	0.98	1.46	1.30	2.20
Four-year institutions	2,095	96.93	90.04	92.16	74.91	72.82
Standard error		0.74	0.88	1.62	1.23	2.22
Two-year institutions	305	91.38	92.85	77.08	84.30	51.55
Standard error		2.79	2.39	4.10	2.88	5.18
Four-year by type 3/						
Doctoral	949	96.33	82.67	92.00	69.51	61.39
Standard error		0.95	1.48	2.40	1.73	3.46
Public nondoctoral	807	99.09	92.93	91.87	75.58	63.84
Standard error		0.54	1.45	1.96	1.80	5.05
Private nondoctoral	539	96.04	94.66	92.48	79.23	88.79
Standard error		1.65	1.68	3.32	2.06	2.15
Four-year by area 4/						
Professional	581	95.78	93.46	90.64	79.74	66.60
Standard error		1.10	1.25	2.08	1.78	3.12
Arts & sciences	1,364	97.03	87.96	92.44	71.71	75.58
Standard error		0.94	1.23	1.93	1.94	2.20
Other	150	99.67	91.49	95.02	78.30	75.75
Standard error		0.30	3.61	3.39	4.11	5.85
Four-year by type & area						
Doctoral						
Professional	246	93.78	89.24	90.30	76.25	57.51
Standard error		1.98	2.74	3.53	3.72	5.66
Arts & sciences	629	97.58	77.32	92.41	63.34	63.42
Standard error		0.67	2.00	2.48	3.08	2.89
Other	74	100.00	84.12	86.57	74.45	66.19
Standard error		0.00	6.95	2.28	5.62	7.09
Public nondoctoral						
Professional	183	97.70	94.97	89.47	82.39	60.20
Standard error		1.47	2.48	1.86	3.61	6.27
Arts & sciences	375	99.74	92.76	93.84	71.57	65.94
Standard error		0.26	1.45	1.71	2.41	5.63
Other	49	100.00	87.70	89.39	74.89	64.48
Standard error		0.00	5.94	8.67	7.21	8.94
Private nondoctoral						
Professional	152	97.01	98.56	92.34	82.54	87.24
Standard error		1.41	0.74	4.01	2.92	3.32
Arts & sciences	360	95.20	92.50	91.69	77.40	88.93
Standard error		2.09	2.29	3.77	2.78	2.46
Other	27	99.17	100.00	97.58	83.71	91.09
Standard error		0.81	0.00	2.64	9.21	6.73

(continues)

1/Uses of funds listed in descending order of overall use. A = professional travel; B = registration fees, etc. for workshops, conferences, etc.; C = sabbatical leave; D = training to improve teaching skills; E = tuition remission.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of departments in which discretionary funds were used for professional development of full-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with full-time regular faculty (unweighted)	Use of funds /1 for professional development of full-time faculty				
		F Research training	G Training for other fields	H Prof assn member-ships	I Pd leave for work exper	J None of uses listed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	2,400	61.51	34.37	31.88	23.99	0.61
Standard error		1.36	1.86	2.01	1.25	0.23
Four-year institutions	2,095	66.58	32.83	31.05	22.41	0.40
Standard error		1.28	2.49	2.45	1.08	0.16
Two-year institutions	305	46.04	39.11	34.44	28.82	1.24
Standard error		5.00	3.34	3.12	3.35	0.75
Four-year by type 3/						
Doctoral	949	65.32	21.37	19.50	19.23	0.65
Standard error		1.52	1.91	2.20	2.09	0.53
Public nondoctoral	607	69.60	41.45	18.61	24.82	0.67
Standard error		2.11	4.26	2.25	1.74	0.52
Private nondoctoral	539	66.22	37.29	49.40	23.64	0.00
Standard error		2.54	4.26	4.82	3.29	0.00
Four-year by area 4/						
Professional	581	72.63	36.69	36.30	29.56	0.69
Standard error		2.25	3.13	2.75	2.58	0.51
Arts & sciences	1,364	64.25	31.39	27.34	18.52	0.32
Standard error		1.82	2.42	3.13	1.48	0.19
Other	150	61.73	28.86	36.04	22.89	0.00
Standard error		5.33	5.25	8.43	4.22	0.00
Four-year by type & area						
Doctoral						
Professional	248	74.23	24.77	32.74	23.36	0.30
Standard error		3.35	3.54	4.55	4.51	1.39
Arts & sciences	629	59.81	17.54	11.24	15.51	1.06
Standard error		2.24	2.75	1.94	2.21	0.58
Other	74	58.01	27.47	9.69	21.97	0.00
Standard error		6.50	4.76	3.92	5.55	0.00
Public nondoctoral						
Professional	183	74.25	47.37	19.56	35.83	1.99
Standard error		4.56	4.74	3.40	2.81	1.48
Arts & sciences	375	66.04	38.43	15.71	18.10	0.00
Standard error		2.05	5.08	2.82	2.91	0.00
Other	49	66.01	38.46	29.85	24.65	0.00
Standard error		9.01	10.23	10.24	10.17	0.00
Private nondoctoral						
Professional	152	68.48	45.37	58.63	32.98	0.00
Standard error		4.85	6.63	5.84	5.10	0.00
Arts & sciences	360	66.19	36.88	44.38	20.76	0.00
Standard error		3.35	4.49	5.83	3.80	0.00
Other	27	61.84	23.53	61.50	22.43	0.00
Standard error		10.61	8.97	14.52	9.45	0.00

1/Uses of funds listed in descending order of overall use. F = training to improve research skills; G = retraining for fields in higher demand; H = professional association memberships; I = paid leave to gain work experience; J = none of the uses listed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of departments in which discretionary funds were used for professional development of part-time faculty by use of funds type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Use of funds /1 for professional development of part-time faculty				
		A Confer reg fees	B Prof travel	C Teaching training	D Tuition remission	E Research training
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	30.67	28.87	20.25	18.55	7.77
Standard error		1.59	1.69	1.98	1.51	1.11
Four-year institutions	1,620	29.91	30.11	19.61	20.86	8.99
Standard error		1.89	1.96	1.84	1.94	1.42
Two-year institutions	305	32.67	25.56	21.93	16.08	4.54
Standard error		3.25	2.87	3.42	3.58	1.53
Four-year by type 3/						
Doctoral	710	30.09	35.54	22.25	18.53	9.39
Standard error		2.87	2.88	2.52	2.35	2.48
Public nondoctoral	490	25.60	23.72	16.92	20.05	5.89
Standard error		1.82	1.51	1.70	1.97	1.09
Private nondoctoral	420	32.84	30.05	19.28	23.45	10.87
Standard error		3.08	3.22	3.13	3.30	2.07
Four-year by area 4/32.84						
Professional	450	27.51	26.69	21.64	17.18	8.79
Standard error		2.38	2.47	2.26	2.36	2.26
Arts & sciences	1,046	29.94	31.13	16.16	23.43	8.38
Standard error		2.34	2.39	2.13	2.51	1.15
Other	124	35.67	33.76	21.38	17.80	12.36
Standard error		6.24	6.70	7.00	3.35	5.92
Four-year by type & area						
Doctoral						
Professional	178	26.75	28.64	29.85	15.93	11.90
Standard error		5.44	5.54	4.05	4.34	4.81
Arts & sciences	472	31.48	39.20	17.48	19.17	7.06
Standard error		3.41	3.51	2.87	2.53	1.50
Other	732	34.67	40.69	20.65	25.25	12.99
Standard error		10.80	9.37	4.40	7.04	5.63
Public nondoctoral						
Professional	148	25.55	21.19	16.52	16.15	5.69
Standard error		3.81	3.77	2.54	3.16	1.85
Arts & sciences	302	26.56	24.37	18.33	24.61	7.18
Standard error		3.14	2.12	2.79	3.93	1.63
Other	40	18.66	22.24	7.11	10.08	0.67
Standard error		6.18	5.15	3.04	6.18	0.63
Private nondoctoral						
Professional	123	28.55	27.66	15.83	20.23	7.80
Standard error		4.52	4.93	4.34	6.16	3.04
Arts & sciences	272	30.92	28.38	17.97	25.82	10.11
Standard error		2.96	3.50	4.02	4.23	2.20
Other	25	46.43	36.71	30.43	18.16	19.08
Standard error		12.26	11.19	11.88	5.23	13.14

(continued)

1/Uses of funds listed in descending order of overall use. A = registration fees, etc. for workshops, conferences, etc.; B = professional travel; C = training to improve teaching skills; D = tuition remission; E = training to improve research skills.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized institutions.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of departments in which discretionary funds were used for professional development of part-time faculty, by use of funds, type and control of institution, and department program area: Fall 1987--concluded

Type and control of institution, and department program area	Responding departments with part-time faculty (unweighted)	Use of funds /1 for professional development of part-time faculty				
		F Prof assn membership	G Sabbatic leave	H Training for other fields	I Pd leave for work exper	J None of uses listed
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 2/	1,883	6.70	3.80	2.32	1.61	53.64
Standard error		1.21	0.67	0.68	0.45	2.60
Four-year institutions	1,620	6.83	3.65	2.23	1.51	51.97
Standard error		1.28	0.77	0.73	0.47	2.49
Two-year institutions	263	6.35	4.00	2.56	1.86	58.05
Standard error		1.55	1.55	1.28	0.95	4.26
Four-year by type 3/						
Doctoral	710	6.15	4.31	0.66	1.06	46.77
Standard error		2.00	1.30	0.44	0.65	2.67
Public nondoctoral	490	1.97	2.90	2.02	0.61	56.61
Standard error		0.76	1.25	0.72	0.34	2.69
Private nondoctoral	420	10.68	4.13	3.73	2.54	49.96
Standard error		2.31	0.96	1.62	1.08	4.11
Four-year by area 4/						
Professional	450	6.66	3.80	1.21	0.57	56.52
Standard error		2.01	1.48	0.47	0.24	2.66
Arts & sciences	1,046	4.47	4.40	2.95	2.33	49.87
Standard error		1.06	1.17	1.12	0.80	3.33
Other	124	17.01	1.15	1.35	0.00	50.27
Standard error		7.30	0.94	0.56	0.00	6.55
Four-year by type & area						
Doctoral						
Professional	179	9.23	3.90	0.69	0.00	53.24
Standard error		4.96	2.40	0.64	0.00	3.92
Arts & sciences	472	3.50	4.58	0.71	1.99	46.62
Standard error		1.42	1.58	0.63	1.23	3.73
Other	59	9.51	4.34	0.23	0.00	43.09
Standard error		6.89	3.70	0.22	0.00	6.16
Public nondoctoral						
Professional	148	2.68	2.56	2.42	0.75	62.77
Standard error		1.78	1.54	1.47	0.11	4.11
Arts & sciences	302	1.99	3.75	1.20	0.66	53.70
Standard error		0.99	1.71	0.95	0.65	4.21
Other	40	0.00	0.00	4.64	0.00	69.38
Standard error		0.00	0.00	1.69	0.00	8.23
Private nondoctoral						
Professional	123	7.98	5.26	0.65	1.16	54.67
Standard error		2.84	3.34	0.67	0.86	6.12
Arts & sciences	272	6.74	4.67	5.70	3.62	49.95
Standard error		1.74	1.66	2.32	1.68	4.75
Other	25	33.61	0.00	0.00	0.00	42.86
Standard error		13.16	0.00	0.00	0.00	11.33

1/Uses of funds listed in descending order of overall use. F = professional association membership; G = sabbatical leave; H = retraining for fields in higher demand; I = paid leave to gain work experience; J = none of the uses listed.

2/All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education except religious, medical, and other specialized.

3/Doctoral: public and private research and doctorate-granting institutions. Public nondoctoral: public comprehensive and liberal arts institutions. Private nondoctoral: private comprehensive and liberal arts institutions.

4/Professional: business, education, engineering, and health sciences departments. Arts & sciences: arts, humanities, natural sciences, and social sciences departments. Other programs: agriculture, communications, continuing education, home economics, library science, interdisciplinary, and miscellaneous other departments.

SOURCE: U.S. Department of Education National Center for Education Statistics "1988 National Survey of Postsecondary Faculty."

Appendix C: The Survey Questionnaire

UNITED STATES DEPARTMENT OF EDUCATION

OFFICE OF THE ASSISTANT SECRETARY
FOR EDUCATIONAL RESEARCH AND IMPROVEMENT

CENTER FOR EDUCATION STATISTICS
April 1988

Dear Colleague:

There is very little current and comprehensive information about higher education faculty in this country. For this reason, the Center for Education Statistics of the U.S. Department of Education is conducting a national survey of faculty in American colleges and universities. This study, which is cosponsored by the National Endowment for the Humanities, is designed to provide reliable and current data for higher-education researchers, as well as planners and policymakers at all levels (institutional and governmental). The Center has contracted with SRI International (formerly Stanford Research Institute) and the Center for the Study of Higher Education at Penn State University to conduct the study.

This National Survey of Postsecondary Faculty (NSOPF) is the most comprehensive study of faculty in postsecondary educational institutions ever undertaken. It will provide national profiles of faculty members regarding their backgrounds, responsibilities, career and retirement plans, compensation, benefits, and attitudes about their jobs and various academic issues. Additionally, information on institutional and departmental characteristics, policies, and practices that affect faculty will be collected from institutional spokespersons and chairpersons of selected departments (or comparable academic units).

Your institution has been randomly selected to participate in the 1987-88 NSOPF. Although your participation is voluntary, it is particularly important because this survey will establish a baseline for any future profiles of faculty.

Individual responses and all information that would permit identification of individuals will be kept strictly confidential, in accordance with the provisions of the Family Educational Rights and Privacy Acts of 1976. Responses will be used only in statistical summaries and will not be disclosed to any group or individual.

Please complete this questionnaire as soon as possible and return it directly to SRI in the enclosed business-reply envelope. When the study is completed, the Center will provide your institution with a summary report of the findings. Study reports and data tapes also will be available upon request to researchers who wish to explore the study issues further. If you have any questions or comments concerning this study, please telephone Dr. Susan Russell, Project Director, of SRI International (415-859-4164).

Thank you in advance for your cooperation.

Sincerely,

Emerson J. Elliott, Director

OMB Clearance # 1850-0608
Expiration Date: 7/89

NATIONAL SURVEY OF POSTSECONDARY FACULTY

Questionnaire for Departments (or Comparable Academic Units)

PLEASE READ THESE INSTRUCTIONS

PLEASE ANSWER THIS QUESTIONNAIRE FOR THE UNIT INDICATED ON THE FRONT PAGE LABEL.

This questionnaire was designed to be completed by chairs of selected departments (or comparable academic units) in 2- and 4-year postsecondary institutions of all sizes. Because there is substantial variation in both departments/units and postsecondary institutions, some of the questions may not be worded quite appropriately for your situation. We would appreciate your tolerance of these difficulties. For example, we have used the term "department" throughout the questionnaire, but the unit for which you are responding may be called something else.

If your institution has multiple campuses, please answer only for the campus to which the questionnaire was addressed.

If your department has BOTH lay faculty and those assigned by a religious order, a few questions may require different answers for the two groups. If this occurs, please call Dr. Susan Russell (collect) at 415-859-4164 for instructions on how to proceed. We apologize for any inconvenience this may cause you.

Obtaining counts of different kinds of faculty is an important part of this study. If you cannot provide "hard" data for some of the "numbers" questions, please provide your best estimates.

Many of our questions ask about the status of your department during the 1987 Fall Term. By this, we mean whatever academic term was in progress on October 15, 1987.

FULL-TIME INSTRUCTIONAL FACULTY

PLEASE READ:

By full-time instructional faculty, we mean those members of your department's instruction/research staff who are employed full-time by your department and whose regular assignment includes instruction.

Include:

- *Regular full-time instructional faculty.*
- *Those who contribute their services, such as members of religious orders.*
- *Those on sabbatical leave.*
- *Administrators such as department chairs who hold full-time faculty rank and whose regular assignment includes instruction.*

Do not include:

- *Replacements for faculty on sabbatical leave.*
- *Others with adjunct, acting, or visiting appointments.*
- *Faculty on leave without pay.*
- *Teaching assistants.*

REMINDER: BY "DEPARTMENT," WE MEAN THE UNIT INDICATED ON THE FRONT PAGE LABEL.

1. During the 1987 Fall Term, did your department have any full-time instructional faculty (as defined above)? *Please include those with joint appointments.*
(PLEASE CIRCLE ONE NUMBER)

Yes 1

No . . . . . 2 --> SKIP TO PAGE 12

Questions about your full-time instructional faculty are on pages 2 - 11.
Questions about your part-time instructional faculty are on pages 12 - 17.

2. How many instructional faculty members who are employed full-time by your institution hold joint appointments in your department and some other department at your institution?
(PLEASE SPECIFY; ENTER "0" IF NONE)

Number with joint appointments: _____

3. Does your institution have a tenure system for any of your department's full-time instructional faculty?

Yes 1

No 2

FULL-TIME INSTRUCTIONAL FACULTY (continued)

4. How many full-time instructional faculty members were there in each of the categories below in your department during the 1987 Fall Term?

If your institution does not have a tenure system for full-time faculty, please complete the "Not Tenure Track" column.

If there are no academic ranks in your department, please complete only the line for "other full-time instructional faculty."

(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

	1987 FALL TERM: FULL-TIME INSTRUCTIONAL FACULTY		
	Tenure track		
	Tenured	Not tenured	Not tenure track
Professor	_____	_____	_____
Associate Professor	_____	_____	_____
Assistant Professor	_____	_____	_____
Instructor	_____	_____	_____
Lecturer	_____	_____	_____
Other full-time instructional faculty, including no academic ranks	_____	_____	_____
TOTAL	_____	_____	_____

5. During the 1987 Fall Term, how many full-time instructional faculty with visiting, acting, or adjunct appointments did your department have?

Note: These individuals should not appear in your other counts of full-time instructional faculty provided in this questionnaire.

(PLEASE SPECIFY; IF NONE, PLEASE ENTER "0")

_____

6. Please indicate below the number of your department's full-time instructional faculty members by sex and race (minority/nonminority) during the 1987 Fall Term.

If there are no academic ranks in your department, please complete only the line for "other full-time instructional faculty".

NOTE: By "minority," we mean Black, Hispanic, American Indian, Aleut, Eskimo, Asian, or Pacific Islander.

(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

1987 FALL TERM: FULL-TIME INSTRUCTIONAL FACULTY

	Minority		Nonminority	
	Men	Women	Men	Women
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Other full-time instructional faculty, including no academic ranks				
TOTAL				

7. How many full-time instructional faculty did your department have in each of the following categories?

(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

Number on the staff during the 1986 Fall Term: _____
(NOTE: Nineteen eighty-six)

Number who retired between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term: _____

Number who left the institution between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term, for reasons other than retirement: _____

Number on the staff at the beginning of the 1987 Fall Term who were hired since the beginning of the 1986 Fall Term: _____

IF NO TENURE SYSTEM, PLEASE SKIP TO QUESTION 13, ON PAGE 6.

8. During the 1986-87 academic year, how many instructional faculty in your department were considered for tenure, and how many were granted tenure?
(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

Number considered for tenure: _____

Number granted tenure: _____

9. During the 1986 and 1987 Fall Terms, how many tenured and tenure-track instructional faculty did your department have?
(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

	1986 Fall Term	1987 Fall Term
Tenured instructional faculty:	_____	_____
Tenure-track (but not tenured) instructional faculty:	_____	_____

10. How many tenured instructional faculty (if any) left your department for each of the following reasons between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term?
(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

Through retirement: _____

To assume another position: _____

Formally removed for cause (e.g, for neglect of duty, incompetence, moral turpitude, fraud, or insubordination): _____

Dismissed because of institutional budget pressures or program closures: _____

For other reasons (e.g., death, disability): _____

11. Is there a maximum number of years an instructional faculty member can be on a tenure track and not receive tenure in your department?

(PLEASE CIRCLE ONE NUMBER AND SPECIFY THE MAXIMUM, IF APPLICABLE)

Yes 1
MAXIMUM: _____

No 2

12. Does your institution or department currently have an upper limit (either formal or informal) on the percentage of full-time instructional faculty in your department who are tenured?

(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENTAGE, IF APPLICABLE)

Yes 1
UPPER LIMIT: _____%

No 2

13. During the 1987 Fall Term, for how many unfilled full-time instructional faculty positions in your department were candidates being recruited? *Please include positions that were <u>temporarily</u> filled by teaching assistants, or by faculty with adjunct, acting, or visiting appointments.*

(PLEASE SPECIFY; IF NONE, PLEASE ENTER "0")

_____

IF NONE, SKIP TO QUESTION 15

14. For which of the following reasons did your department have these unfilled positions?

(PLEASE CIRCLE ALL THAT APPLY)

Unable to locate qualified applicants 1
Qualified applicants would not accept our terms of employment (e.g., salary, location, etc.) 2
Resources not available for hiring 3
Declining enrollment 4
Decided to fill position with part-timer(s) 5
Vacancy occurred too late to fill position 6
Other reasons (PLEASE SPECIFY BELOW) 7

_____

_____

15. Generally speaking, how important is each of the following factors in granting tenure in your department?
(PLEASE CIRCLE ONE NUMBER FOR EACH FACTOR)

	Not important	Somewhat important	Very important
Quality of teaching	1	2	3
Quality of research	1	2	3
Number of publications	1	2	3
Quality of publications	1	2	3
Institutional activities or service	1	2	3
Community or professional service	1	2	3
Reputation in their professional field	1	2	3
Reputation of graduate institution/program (i.e., where highest degree was awarded)	1	2	3
Highest degree	1	2	3
Affirmative Action or Equal Employment Opportunity (EEO) considerations	1	2	3
Candidate's ability to obtain outside funding	1	2	3
"Fit" with this department or institution	1	2	3
"Fit" with student body	1	2	3

Other important factors in the tenure decision (PLEASE SPECIFY BELOW)

_____

_____

16. In practice, at what level is each of the following decisions most often made?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	LEVEL AT WHICH DECISION IS MADE MOST OFTEN:				
	Department chair or faculty	College/school (within larger institution)	Institution	Other*	Does not apply
a. Selection of a given individual for a full-time instructional faculty position	1	2	3	4	0
b. Decision to grant tenure	1	2	3	4	0
c. Decision to deny tenure	1	2	3	4	0
d. Decision to grant a promotion in rank	1	2	3	4	0
e. Decision to give a merit raise	1	2	3	4	0

PLEASE SPECIFY "OTHER" RESPONSES: _____

_____

_____

17. Are any of your department's full-time instructional faculty legally represented by a union (or other association) for purposes of collective bargaining?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENT, IF APPLICABLE)

Yes 1
WHAT PERCENT? _____%

No 2

18. Generally speaking, how important is each of the following factors in hiring full-time entry-level instructional faculty in your department? *(If you have a tenure system, please answer for entry-level tenure track faculty.)*

(PLEASE CIRCLE ONE NUMBER FOR EACH FACTOR)

	Not important	Somewhat important	Very important
Extent of teaching experience	1	2	3
Quality of teaching	1	2	3
Extent of research experience	1	2	3
Quality of research	1	2	3
Number of publications	1	2	3
Quality of publications	1	2	3
Community or professional service	1	2	3
Reputation in their professional field	1	2	3
Reputation of graduate institution/program (i.e., where highest degree was awarded)	1	2	3
Highest degree	1	2	3
Academic record	1	2	3
Affirmative Action or Equal Employment Opportunity (EEO) considerations	1	2	3
Candidate's ability to obtain outside funding	1	2	3
Related job experience	1	2	3
Salary requirements	1	2	3
Programmatic needs	1	2	3
"Fit" with this department or institution	1	2	3
"Fit" with student body	1	2	3

Other important factors in hiring entry-level full-time instructional faculty
(PLEASE SPECIFY BELOW)

_____

_____

19. In which of the following ways, if any, is the teaching performance of full-time faculty assessed in your department?
(PLEASE CIRCLE ALL THAT APPLY)

Evaluations by students 1

Student test scores 2

Student placement or honors 3

Other measures of student performance. 4

Department/division chair evaluations. 5

Dean evaluations 6

Peer evaluations 7

Self evaluations 8

Other (PLEASE SPECIFY BELOW) 9

_____

Teaching performance <u>not</u> assessed
for full-time faculty 0

20. Listed below are some ways that institutions may use discretionary funds for the professional development of faculty members. For each, please indicate whether it is:

- Not available to any of your department's full-time instructional faculty,
- Available only to full-time instructional faculty in your department who have a certain rank, tenure, or years of service, OR
- Available to full-time instructional faculty in your department with no rank, tenure, or years of service restrictions.

(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

Discretionary funding for:	NOT AVAILABLE TO ANY FULL-TIME FACULTY	AVAILABLE TO FULL-TIME FACULTY: Some rank, tenure, years of service restrictions	AVAILABLE TO FULL-TIME FACULTY: No rank, tenure, years of service restrictions
Tuition remission (to faculty themselves) at this or other institutions	1	2	3
Professional association memberships	1	2	3
Registration fees, etc. for workshops, conferences, etc.	1	2	3
Professional travel	1	2	3
Sabbatical leave	1	2	3
Training to improve research skills	1	2	3
Training to improve teaching skills	1	2	3
Paid leave to gain work experience	1	2	3
Retraining for fields in higher demand	1	2	3

PART-TIME INSTRUCTIONAL FACULTY

PLEASE READ:

By part-time instructional faculty, we mean those members of your department's instruction/research staff who are employed part-time in your department and whose regular assignment in your department includes instruction.

Include:

- *Regular part-time instructional faculty.*
- *Those who contribute their services, such as members of religious orders.*
- *Part-time replacements for faculty on sabbatical leave or leave without pay.*
- *Others with part-time adjunct, acting, or visiting appointments.*

Do not include:

- *Faculty on leave without pay.*
- *Teaching assistants.*

21. During the 1987 Fall Term, did your department have any part-time instructional faculty (as defined above)?

Yes 1

No . . . . . 2 --> SKIP TO END

22. During the 1987 Fall Term, how many part-time instructional faculty did your department have?
(PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

_____

23. How many of these part-timers (as indicated in Question 22) had adjunct, acting, or visiting appointments?
(PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

_____

PART-TIME INSTRUCTIONAL FACULTY (continued)

24. During the 1987 Fall Term, how many student teaching assistants did your department have?
Note: These individuals should not appear in your other counts of part-time instructional faculty.
(PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

_____

25. Does your institution have a tenure system for any of your department's part-time instructional faculty?

Yes 1

No 2

26. Please indicate below the number of your department's part-time instructional faculty members by sex and race (minority/nonminority) during the 1987 Fall Term.
If there are no academic ranks in your department, please complete only the line for "other part-time instructional faculty".

NOTE: By "minority," we mean American Indian, Aleut, Eskimo, Asian, Pacific Islander, black, and Hispanic.

(PLEASE ENTER A NUMBER IN EACH CATEGORY; GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE; IF NONE, PLEASE ENTER "0")

1987 FALL TERM: PART-TIME INSTRUCTIONAL FACULTY

	Minority		Nonminority	
	Men	Women	Men	Women
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Other part-time instructional faculty, including no academic ranks				
TOTAL				

PART-TIME INSTRUCTIONAL FACULTY (continued)

27. Generally speaking, how important is each of the following factors in selecting part-time instructional faculty in your department?

(PLEASE CIRCLE ONE NUMBER FOR EACH FACTOR)

	Not important	Somewhat important	Very important
Extent of teaching experience	1	2	3
Quality of teaching	1	2	3
Extent of research experience	1	2	3
Quality of research	1	2	3
Number of publications	1	2	3
Quality of publications	1	2	3
Community or professional service	1	2	3
Reputation in their professional field	1	2	3
Reputation of graduate institution/program (i.e., where highest degree was awarded)	1	2	3
Highest degree	1	2	3
Academic record	1	2	3
Affirmative Action or Equal Employment Opportunity (EEO) considerations	1	2	3
Candidate's ability to obtain outside funding	1	2	3
Related job experience	1	2	3
Salary requirements	1	2	3
Programmatic needs	1	2	3
"Fit" with this department or institution	1	2	3
"Fit" with student body	1	2	3

Other important factors in hiring part-time instructional faculty (PLEASE SPECIFY BELOW)

_____

_____

28. In practice, at what level is each of the following decisions most often made?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	LEVEL AT WHICH DECISION IS MADE MOST OFTEN:				
	Department chair or faculty	College/school (within larger institution)	Institution	Other*	Does not apply
a. Selection of a given individual for a part-time instructional faculty position	1	2	3	4	0
b. Decision to grant a promotion in rank to a part-time instructional faculty member	1	2	3	4	0
c. Decision to give a merit raise to a part-time instructional faculty member	1	2	3	4	0

**PLEASE SPECIFY "OTHER" RESPONSES:* _____

_____

29. Are any of your department's part-time instructional faculty legally represented by a union (or other association) for purposes of collective bargaining?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENT, IF APPLICABLE)

Yes 1
WHAT PERCENT? _____%

No 2

30. Generally speaking, how important is each of the following factors in decisions about retaining part-time instructional faculty in your department?
(PLEASE CIRCLE ONE NUMBER FOR EACH FACTOR)

	Not important	Somewhat important	Very important
Quality of teaching	1	2	3
Quality of research	1	2	3
Number of publications	1	2	3
Quality of publications	1	2	3
Institutional activities or service	1	2	3
Community or professional service	1	2	3
Reputation in their professional field	1	2	3
Reputation of graduate institution/program (i.e., where highest degree was awarded)	1	2	3
Highest degree	1	2	3
Affirmative Action or Equal Employment Opportunity (EEO) considerations	1	2	3
Programmatic needs	1	2	3
"Fit" with this department or institution	1	2	3
"Fit" with student body	1	2	3

Other important factors in retaining part-time instructional faculty
(PLEASE SPECIFY BELOW)

_____

_____

PART-TIME INSTRUCTIONAL FACULTY (continued)

31. Listed below are some ways that departments may use discretionary funds for the professional development of faculty members. Please indicate which are available to <u>any</u> of your department's <u>part-time</u> instructional faculty.
(PLEASE CIRCLE ALL THAT APPLY)

Tuition remission (to faculty themselves) . . 1
Professional association memberships 2
Registration fees, etc. for workshops, conferences, etc. 3
Professional travel 4
Sabbatical leave 5
Training to improve research skills 6
Training to improve teaching skills 7
Paid leave to gain work experience 8
Retraining for fields in higher demand 9
None of the above 0

32. In which of the following ways, if any, is the teaching performance of <u>part-time</u> faculty assessed in your department?
(PLEASE CIRCLE ALL THAT APPLY)

Evaluations by students 1
Student test scores 2
Student placement or honors 3
Other measures of student performance. 4
Department/division chair evaluations. 5
Dean evaluations 6
Peer evaluations 7
Self evaluations 8
Other (PLEASE SPECIFY BELOW) 9

_____

Teaching performance <u>not</u> assessed for part-time faculty 0

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

Please return this completed questionnaire in the enclosed franked envelope to:

National Survey of Postsecondary Faculty
SRI International
P.O. Box 2124
Menlo Park, CA 94025-2124

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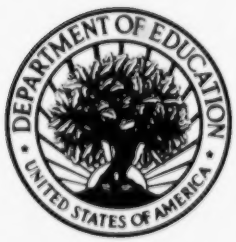
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